

Vol. VII.

JANUARY 22, 1915.

No. 20.

# THE CIVILIAN

A FORTNIGHTLY JOURNAL

DEVOTED TO THE INTERESTS  
OF THE  
CIVIL SERVICE OF CANADA

A. S. COOK

## FEATURES

Report of Proceedings of Sixth Convention  
C.S. Federation of Canada.

Editorials.

The Roll of Honour.

Women's Column.

News of Associations.

Obituary Notices.

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# THE CIVILIAN

VOL. VII.

JANUARY 2, 1915.

No. 20

## Civil Service Federation of Canada.

### ANNUAL CONVENTION, 1915.

#### THURSDAY MORNING SITTING.

New Russell,

Ottawa, 7th January, 1915.

The Convention assembled at 10 a.m. The chair was occupied by Dr. J. A. Smith, of Windsor, President, and the vice-chair by Mr. George Carpenter, of Montreal, Vice-President. There was a good attendance of delegates, widely representative. See enrollment, published elsewhere.

The President, in his opening address, welcomed the delegates, and congratulated them and their constituents upon the prospect of a helpful and successful Convention. He urged a full and free discussion of all points of interest to the Civil Service, combined with a businesslike brevity of speech which would allow all matters to receive due consideration within the time allowed for the Convention. He dwelt upon the great importance of matters which pressed upon the attention of all Civil Service organizations, and especially of the Federation. Frank and fair-minded discussion would achieve the solution of all problems.

The minutes of last Convention having been printed and distributed:

Moved by Mr. Burns, seconded by Mr. Mathison: That the minutes be taken as read, and that they be approved, with the understanding that later in the Convention questions concerning the minutes may be asked and business arising out of the same may be taken up. Carried.

Mr. F. Grierson, Secretary, read a letter from Mr. George H. Roberts, of the Im-

perial Institute of North America, inviting the Convention to use the rooms of the institute in the Russell House. Mr. Grierson explained that as the meeting room of the institute was not sufficiently commodious there, Mr. Roberts had kindly been instrumental in securing the use of the large parlour in which the Convention had met, which courtesy the institute freely accorded to the Convention.

Moved by Mr. Grierson, seconded by Mr. Sharman: That Mr. Roberts' offer be accepted with thanks.

Moved by Mr. Lovett, seconded by Mr. Christie: That a Reception Committee be appointed by the President, said committee to consist of three members. Carried.

The President appointed the following: Messrs. Carpenter, Holmes and Burns.

On a suggestion that a Committee on Credentials be appointed,

Moved by Mr. Holmes, seconded by Mr. Roy: That all who attend the Convention be counted as delegates in good standing. Carried.

The Secretary-Treasurer read the report of the officers of the Federation, as follows:—

To the Executive Committee and delegates of the Civil Service Federation of Canada,—

We have the honour to submit the following statement with regard to proceedings during the period since the last annual Convention, held December 4 and 5, 1913.

In pursuance of instructions embodied in the minutes of the last Convention, a pamphlet was prepared containing the minutes of the last Convention, and the two memorials

presented to the Government. These pamphlets were sent out in ample numbers to all parts of the country.

Legislation for the Service, in the nature of a consolidation and revision of the Civil Service Act, and a new Superannuation Bill became early in the year 1914 the foremost topic of interest for the officers. In the month of March telegrams were sent to the secretaries of all associations within a reasonable distance, recommending a delegation to Ottawa to call on the various Ministers in connection with the new Civil Service Bill. The response was most gratifying, and delegations of representative size called on the Ministers concerned, except in the case of the Minister of Customs, who was so fully occupied at the time that the very fine delegation which had come from considerable distances were unable to present their views. The two Bills (Nos. 217 and 229) were brought down during the closing days of the session, and upon the invitation of the Minister of Finance it will be one of the duties of this Convention to make suggestions in respect thereto.

During the last months of the session, expectancy as to the presentation of the Bills was at its height and a memorial was prepared by a special committee of Outside and Inside members resident in Ottawa. This committee performed a very excellent piece of work; the memorial being addressed to the members of the Senate and House of Commons, and a copy mailed personally to each Member of Parliament.

While the delegates were visiting the city on the above mentioned business a meeting of the Executive was held and two important committees were appointed to undertake the tasks of Organization and Publicity. For obvious reasons membership on these committees were confined to residents in Ottawa. A fair start was made with both these subjects; the Organization committee adopting as its motto "10,000 membership or bust." Organization of a large Outside Service body in Ottawa was about completed when for the time being it failed of its purpose. Continuous correspondence was kept up with two fine Post Office Department organizations in the West, viz., the Postal Clerks' Association of West-

ern Canada and the Western Federation of Railway Mail Clerks. The former body, however, postponed for one year the question of affiliation. This work was interrupted by the advent of war, but nevertheless some progress has been made. Similarly in regard to the publicity campaign, plans had no sooner been laid for an extensive system of newspaper education as to the importance of the public service, when the war broke out. Acting on the best advice available, the officers decided that owing to the intense state of the public mind on the subject of the war, any attempt to pursue this part of the programme would be wasted energy.

On July the 16th a bulletin was issued to all members and prospective members of the Federation dealing with "PUBLICITY," and requesting the co-operation of the various organizations by way of providing the necessary machinery for this committee. The bulletin referred to the Special Number of *The Civilian*, requesting co-operation in making sales of the book, and also to the subject of the two Bills (217 and 229), inviting suggestions for the amendment of said bills.

The replies regarding publicity were very general and satisfactory in every way. The responses regarding suggested amendments to the two Bills were surprisingly few.

Activities of this nature on the part of your officers were, in the month of August, interrupted by the declaration of war by the British Government against Germany and Austria.

Acting on the best advice available, the officers decided that owing to the intense state of the public mind on the subject of the war, any attempt to pursue their programme would be wasted energy.

The patriotic instincts of public servants now came into evidence. A representative of the Federation proposed to the Inside Service Association the policy of a day's pay contribution to the Canadian Patriotic Fund by a voluntary subscription list. The Inside Service in a public meeting enthusiastically agreed to the plan. The Prime Minister graciously granted the Federation's request for the accommodation of

the departmental machinery in making the deductions from the cheques. This Federation supplied all the literature in connection with this work. The greatest courtesy and co-operation was experienced at the hands of all concerned in the various departments in this connection.

Your officers also enlisted a corps of 400 Civil Servants for military duty, all of whom signed an agreement to place themselves "at the absolute disposal of the Government." The Prime Minister's congratulations and appreciation for the patriotic course the Service has taken in this matter has been received and a copy of the correspondence is attached hereto.

On the 12th November the Secretary addressed a letter to the Secretaries of all Postal Clerks' Associations suggesting that in view of the retirement of the Hon. L. P. Pelletier from the Government, and in consideration of the sincere and sympathetic administration of that hon. gentleman as regards the personnel of the great Post Office Service, that some testimonial should be made up and presented at an early date. The Secretary has received nearly \$100.00 on account of this fund.

On the 18th of November a letter was addressed to all "members and prospective members" of the Federation enclosing a confidential report on the Superannuation Bill, which had been carefully prepared by a large committee of the Inside Service Association. It was hoped that this report would be suggestive and helpful.

In conclusion, your officers would suggest the paramount importance of getting the Civil Service Bills Nos. 217 and 229 passed into law at the coming session of Parliament. As these Bills have already been introduced in the House of Commons, they cannot be considered as new legislation, and, therefore, objections to their consideration at the coming session on this account cannot be urged.

Moreover, your officers consider that nothing so appertains and contributes to an effective consummation of the war as an efficient Civil Service, and that, therefore, Civil Service legislation is war legislation.

Reports will be presented by *The Civil-*

*ian, Insurance, Publicity, Co-operation and Organization Committees, and the Treasurer will present his financial statement.*

Respectfully submitted,

J. A. SMITH,

President.

GEO. A. CARPENTER,

Vice-President.

F. GRIERSON,

Secretary-Treasurer.

Correspondence relating to patriotic efforts of the Service:—

December 8th, 1914.

The Right Honourable

Sir Robert L. Borden, P.C., G.C.M.G.,  
Prime Minister.

Sir,—

I have the honour to hand you herewith lists containing names of FOUR HUNDRED Civil Servants of Ottawa, of both the Outside and the Inside Divisions, who have offered their services to the Government in a military capacity; placing themselves in that behalf "at the absolute disposal of the Government."

These lists were but casually submitted to the Service, and hundreds of other names can be procured.

This act on the part of Civil Servants emphasizes their attachment to the Crown and their fervour in the cause of the Empire.

I respectfully beg to express the hope that the enthusiasm displayed by those who have signed this roll may not be in vain, but that the Government will, at an early date, endeavour to take advantage of this offer of military service by organizing this body as a distinct unit.

I have the honour to be,

Sir,

Your obedient servant,

(Sgd.) F. GRIERSON,

Secretary

Civil Service Federation of Canada.

Prime Minister's Office,

Ottawa, Ont., Dec. 10th, 1914.

Dear Sir,—

I beg to acknowledge your letter of the 8th inst., enclosing lists containing names of 400 Civil Servants of Ottawa, of both

the Outside and Inside Divisions, who have offered their services to the Government in a military capacity.

My colleagues and I appreciate very sincerely the earnest patriotism of the gentlemen who have thus volunteered to serve their country, and I hope that you will convey to them an expression of this appreciation.

The lists, as well as a copy of your letter, have been transmitted to the Department of Militia and Defence, to whose consideration and attention the offer is being commended.

Yours faithfully,

(Sgd.) R. L. BORDEN.

F. Grierson, Esq.,  
Sec. Civil Service Federation of Canada.

Ottawa, Ont., Dec. 12th, 1914.

My Dear Mr. Grierson,—

In my previous letter of today I omitted to express my appreciation of the splendid contribution which the members of the Civil Service have made to the Patriotic Fund. The fine spirit of patriotism thus displayed by the Service will commend itself most warmly to the Canadian people.

Yours faithfully,

(Sgd.) R. L. BORDEN.

F. Grierson, Esq.,  
Sec. Civil Service Federation of Canada.

Moved by Mr. DeGraves, seconded by Mr. Davies: That the report be accepted. Carried.

The Secretary-Treasurer presented the financial statement for the year, as follows:—

**Report of Treasurer Civil Service Federation of Canada.**

**RECEIPTS.**

Balance from year 1912-13.....	\$514 86
Interest on deposits .....	\$ 14
Do do .....	9 26
	— 9 40
Receipts as per list .....	242 66
	—
	\$766 92

<b>EXPENDITURE.</b>	
Paid H. Birks & Son, presentation	
R. H. Coats .....	\$149 50
Ottawa Printing Co., printing ..	218 25
Expenses Organization Committee	8 98
Stenography and typewriting ...	88 39
Expenses two delegates to Mont- real re Co-operation .....	11 20
Telegrams .....	15 76
Addressing insurance folders ....	10 75
Civil Service Club .....	10 00
Stamps .....	20 00
Canadian Express Co., sending out copies of Reports of last Con- vention and Memorials .....	17 46
Sundries .....	50
Balance on hand .....	\$216 13
	—
	\$766 92

Certified correct:

E. E. STOCKTON,

Auditor.

F. GRIERSON,

Treasurer.

**PER CAPITA TAX RECEIPTS.**

Customs Assn., Bridgeburg, (1915)	\$ 3 10
Customs Assn., Bridgeburg, (1914)	3 10
Customs Assn., Bridgeburg, ar- rears 1913 .....	3 00
Customs Assn., Hamilton .....	6 10
Customs Assn., Montreal .....	10 00
Customs Assn., Toronto .....	12 70
Customs Assn., Windsor .....	6 00
Customs Assn., Winnipeg.....	11 60
Customs Landing Waiters' Assn., Vancouver .....	4 00
P. O. Assn., Guelph .....	1 10
P. O. Assn., Hamilton, arrears....	6 70
P. O. Assn., Halifax .....	4 10
P. O. Assn., Montreal .....	30 00
P. O. Assn., Ottawa .....	6 00
P. O. Assn., Sydney .....	80
P. O. Assn., Toronto .....	20 00
Ry. Mail Service Assn., London..	10 00
Ry. Mail Service Assn., Toronto..	5 00
Ry. Mail Service Assn., Winnipeg	11 00
Dom. C. S. Assn., B.C. .....	18 10
C. S. Assn., Ottawa .....	52 36
C. S. Assn., Perth .....	1 40
C. S. Assn., Sarnia .....	2 20
Excise Assn., Hamilton-St. Cath- arines .....	2 50

Excise Assn., Stratford .....	60
Excise Assn., Stratford, arrears ..	60
Public Works Assn., Toronto ....	6 00
Meat Inspectors' Assn., Toronto..	4 60
	—
	\$242 66

Note.—Amounts received too late or inadvertently omitted in above list:—

Customs Assn., Niagara Falls ....	\$ 4 00
Customs Assn., Ottawa .....	5 50
P. O. Assn., Hamilton .....	5 10
P. O. Assn., Kingston .....	1 60
Ry. Mail Clerks' Assn., Alberta ..	8 50
	—
	\$ 24 70

Moved by Clewlo, seconded by Carpenter, that report be received and adopted.

Mr. Halladay read the report of the Committee on Outside Service and Organization, as follows:—

#### Report of Committee on Outside Service and Organization.

Officers and Delegates, Civil Service Federation of Canada,—

This is the first time that I have had the honor and opportunity of meeting with you in any capacity, and I consider it all the greater honor because of the importance of the mission intrusted to me, that of further organization, the formation of new bodies, and their affiliation with the greater Federation of Canada. Maybe a brief history of what led up to this would be of interest to you.

In March last an executive meeting was held, and in the same week I had the pleasure of being up before Hon. Mr. Pelletier on delegations representing the Postal Clerks and Railway Mail Clerks respectively. I was greatly impressed with the warm sympathy towards the work of any and all organizations expressed by the then P. M. General, and most particularly his opinion that we should get together, that a source of weakness lay in having any Eastern and Western group, but rather that it should be all Canada.

Your Executive had approved of the formation of several committees, and I was named on the organization of Outside Civil Service. At a subsequent luncheon tender-

ed us by Mr. Grierson, I rather reluctantly took up duties of Secretary. I say reluctantly, because of my previous inexperience in your affairs and lack of established connection therewith,—but gladly because I had a good deal of spare time which I was and still am very much pleased to devote to our common interests.

From all sources I got a mailing list of upwards of 60 men,—from Charlottetown to Vancouver,—and proceeded to get in touch with you and keep you informed as to what we were trying to do.

So matters went on until the war broke out with its far-reaching effects, and like many others we thought that our interests in so far as Civil Service Legislation and Convention affairs were concerned, were to be shelved for apparently greater ones.

However, it came to me from pretty good sources, in October, that maybe we would not be so neglected, and so I sent out the bulletin of that date setting forth the apparent wisdom of holding the biggest Convention ever and coming prepared to press our claims upon the Government as never before.

That brings us down to the present time when we look for results in justification of this work, and I am pleased to ask for your approval of new memberships as follows:—

Ry. Mail Clerks' Association, London.  
Postal Clerks' Association, Sydney, N.S.  
Customs Association, Winnipeg.

Assn. Meat Inspectors, Dept. Agriculture, Outside Service.

Western Federation Ry. Mail Clerks.  
Postal Clerks' Assn., Western Canada, (unofficial).

Postal Clerks' Assn., Guelph, Ont.  
Customs Landing Waiters' Assn., Vancouver.

At the time of writing a number of Associations, previously affiliated, have reorganized and others have largely increased their membership, so that, all told, the representation of this Convention will be some thousands in excess of that of the last.

C. A. HALLADAY,  
Chairman.

Moved by Mr. Lovett, seconded by Mr.

Continued on page 587

# THE CIVILIAN

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THE EDITORS,  
THE CIVILIAN,  
P. O. Box 484, Ottawa.

Ottawa, Jan. 22, 1915

## SIR ROBERT BORDEN IN HALIFAX PLATFORM.

*A thorough and complete reformation of the laws relating to the Civil Service should be put into effect, so that future appointments shall be made by an independent commission acting upon the report of examiners after competitive examination. I am convinced that we shall perform a great public duty by establishing in this country that system which prevails in Great Britain, under which a member of Parliament has practically no voice in or control over any appointment to the Civil Service.*

*To use the power of filling positions in the public service as a reward for party service and without regard to the character and capacity of the individual selected is a gross breach of a solemn public trust. A private trustee so dishonouring his office would be subject to punishment by the criminal law.*

## FEDERATION CONVENTION.

The Convention of the Civil Service Federation of Canada, the report of whose proceedings is the main feature of the present issue, will probably be regarded in future as a landmark in the progress of Canadian affairs in relation to the Public Service. The debates indicated that new ideas and new requirements insist upon recognition. So sound has been the organization, and so good is the spirit in which its work is carried on, that there will be no real difficulty in adapting the Federation to the demands of the coming time.

Civil Servants generally have a right to be proud of this Convention. It was made up of representatives from all branches of the Service and from all parts of the Dominion. The matters brought forward for discussion were all practical, and the conclusions come to were sound and moderate. Every subject was discussed with directness, unselfishness and ability. The good intentions of even those of differing opinion was recognized by every delegate, and there was a most commendable readiness to discuss every question from the point of view of the Service at large, and not of any special department or branch. Few votes were taken, but where a show of hands was necessary in order to settle a direct difference of opinion the minority yielded with the best of grace to the rule of the majority. Not a moment was lost in mere talk, nor was one speech made that did not contribute to the general information and enlightenment.

As all members of the Service are aware, matters of the very first importance were under discussion, especially the two momentous measures proposed by the Government last year, and left for further discussion both by the country at large and by Parliament. Wisely accept-

ing the leadership of the Ottawa Association, whose representatives have given these measures most painstaking and capable attention, the Convention was able to reach sound and businesslike conclusions. The conclusions with regard to the Superannuation Bill were definite, but as to the Civil Service Bill, it was rightly decided that every part of the Service should have opportunity to lay its views and wishes before a central committee before a conclusion should be reached upon any matter of detail. The means afforded by the organization thus to concentrate upon such an important measure the best thought of the best men and women of every branch of the Service form a justification of the Federation's existence, and make well worth while all the heavy labour that has been performed in order to bring it to its present perfection.

The changes in the organization are noteworthy. In deciding to elect a Vice-President for each province, the Federation offers the same answer as many other societies have offered to the difficulties presented by the immense distances within the Dominion. The change will not reduce the mileage from coast to coast, and so it will not wholly overcome the difficulty. But it will put the influence of the whole body more directly behind the acts that have to be done locally, and so will make the work more uniform and more effective.

The Federation was called upon to accept a change in its officers by the retirement from the presidency of Dr. Smith, of Windsor, who has been at the head of the society from the beginning. Dr. Smith carries with him the good-will and thanks of every person who has taken part in the work of the Federation. Without the leadership of such men as he the organization could never have been carried on. He hands over to his successor a splendid membership

splendidly organized, and with it an opportunity to do good work for the Service and for the public.

The new President, Mr. R. S. White, Collector of Customs, Montreal, will be a tower of strength to the Federation. His position is such that if he were called the leading Civil Servant of Canada few would find fault with the expression. As an ex-journalist—he was for years editor of the Montreal "Gazette"—and as an ex-member of Parliament, he is a man of quite unique experience. His ability as a Public Servant is further proven by the fact that he has held his present position during years of Canada's greatest expansion, when the metropolitan port of which he is the guardian developed many new problems of customs administration, and has made a record of complete success. Few men in Canada are more widely known, and no man in Canada is more popular than R. S. White. Under the leadership of such a man the Federation may look forward with hope to a year of splendid achievement.

The opportunity to elect Mr. White to the presidency was gladly acted upon by all the delegates. It meant that the representatives of the Post Office and other Departments, who had hoped to put men in the field with good chance of securing the chief office of the Federation, had to put aside their personal wishes for the time, but this they did with true *esprit de corps*.

In the haste which must always attend a gathering with so much to do and so little time for doing it, some unfortunate misses were made. Not that the officers chosen were not good ones,—that was the trouble, there was more good material than could be used. But had more time been given for consideration it is practically certain that a place would have been found on the Executive for a representative of the Department of Inland Revenue, one of

the most important in the Service. Also a representative of Quebec city would have been chosen for the Executive. Means will be found, no doubt, during the year to correct these lapses.

We commend to our readers a careful consideration of the proceedings as reported in this issue. It is to be hoped that the Convention will be the means of still further increasing the membership and strengthening the influence of the Civil Service Federation of Canada.

#### EDITORIAL NOTES.

Believing that by placing the report of the Annual Convention of the Civil Service Federation of Canada in the hands of its subscribers at the earliest possible moment, *The Civilian* can best serve their interests, this issue is largely devoted to that purpose. Although a number of pages have been added to the usual size of the magazine, all the matter offered for publication can not be used. Some contributions have been condensed and others held over for future issues. In these circumstances the editors rely upon the good co-operative spirit of the contributors for approval of their action.

\* \* \*

The editors have received requests for copies of *The Civilian* of Dec. 25, 1914, which cannot be satisfied, as the issue is exhausted. The editors will pay 10c a copy for a dozen or two of that number.

\* \* \*

Please send in names for the Roll of Honour.

Get whatever of value there is from yesterday's experience and then drop it. Look forward. It is equally bad to live on past glory and to worry over past mistakes and misfortunes after they have served their limited term of usefulness.

#### PATRIOTIC FUND.

Recently acknowledged contributions to Patriotic Funds from Government Servants include:—

Lighthouse keepers, Mont- real district .....	\$ 113 00
Marine and Fisheries, Out- side Service (additional) .....	497 00
Inland Revenue, Outside Service .....	1,442 91
Boundary Immigration of- ficials .....	400 50
Immigration officials in United States .....	118 00
Immigration inspectors in Canada .....	82 00
Marine and Fisheries offi- cials in New Brunswick .....	194 00
Marine and Fisheries, mis- cellaneous (additional) .....	742 80
Public Works, Outside Civil Engineers .....	1,200 63

#### NOTES.

Twenty thousand British Post Office employees are serving in the army and navy.

The Department of Railways and Canals has practically gone out of the business of awarding contracts. Not a single one has been let since the war started, but exceptionally large works were then in progress and will be pushed to completion. These include the Halifax terminals, the Prince Edward Island car ferry, the Welland Canal, Hudson Bay Railway and the Quebec and Levis car ferry.

The Royal Commission on the British Civil Service recommends that some of the old traditions of the foreign service be done away with, and that the service be made more democratic. One of the recommendations of the Commission is that the time-honoured stipulation that all candidates for foreign posts in the diplomatic corps must have a private income of at least £400 (\$2,000) be abolished.

## The Roll of Honour.

The summary of the First Contingent Roll of Honour, published in the last issue of *The Civilian*, surprised and deeply gratified the Civil Service generally, and the editors have been heartily complimented on the establishment and development of this record of the Civil Servants' services as soldiers.

It is estimated that the Civil Servants now under arms, and those who have volunteered, but are not yet mobilized, would total fully a thousand men.

Once again is the request repeated,—“Send in names.”

### TWELFTH LIST.

#### First Contingent.

D. L. Dewar, Railway Mail Clerk, Alberta.  
 P. J. Barry, Water Power Branch, Princess Patricia's Canadian Light Infantry.  
 A. P. Smith, Water Power Branch, Winnipeg, 34th Fort Garry Horse.  
 C. P. Cotton, Water Power Branch, Montreal, Canadian Field Artillery.  
 Lieut. D. B. Gill, Water Power Branch, Royal Engineers.

#### Second Contingent.

Lieut.-Col. W. Hughes, Justice, Outside, commanding 21st Overseas Battalion.  
 Robert Edmunds, Royal Mint, 43rd Regiment.  
 Gaston F. Chartrand, International Waterways Comm., No. 2 Field Ambulance, C.A.M.C.  
 E. N. Willis, Customs, St. John, N.B., No. 7 Co., C. A. S. C.  
 A. Bernard Muddiman, Public Works, 43rd Regiment.  
 Lieut. H. D. St. A. Smith, Irrigation Branch, Calgary, No. 4 Field Troop, Canadian Engineers.  
 C. B. Hornby, Irrigation Branch, Calgary, No. 4 Field Troop, Canadian Engineers.  
 D. C. McDougall, Irrigation Branch, Ottawa, No. 3 Company, Canadian Engineers.  
 T. S. Annandale, Customs, New Westminster, 104th Regiment.  
 D. H. McLean, Finance, 43rd Regiment.  
 Lieut. Frank McGee, Dominion Lands Branch, 43rd Regiment.  
 Ernest J. Grimes, Annuities Branch, No. 5 Co., C. A. S. C.  
 W. G. Currie, Railway Mail Clerk, Manitoba, 34th Fort Garry Horse.  
 A. Book, Railway Mail Clerk, Manitoba, 34th Fort Garry Horse.

### PERSONALS.

Otilie Roberta Plat, wife of James A. Kavanagh, of the Printing Bureau, died on January 4th, aged twenty-nine years.

R. Herrod, of Moose Jaw Ry. M. Service, who volunteered for active service and served on the “Earl Grey” on its trip to Archangel, has now volunteered for submarine service, and has been accepted. He is on his way now to report for duty at Esquimault.

Edith Morgan, second daughter of Major Ernest W. Hubbell, chief inspector of surveys, was married at St. Albans' Church by Rev. T. J. Stiles, on January 7th, to Captain Lionel H. Millen, of the 19th (Toronto) battalion, 2nd Canadian Expeditionary Force.

J. S. Kingston, of the Chief Architect's Branch, has had the honour conferred upon him of being elected a member of the British Institute of Heating and Ventilating Engineers.

## MANITOBA RY. MAIL CLERKS. ASSN.

(Contributed.)

The monthly meeting of the association was held on January 2nd, the retiring President, Mr. W. McPherson, in the chair.

The retiring Sec.-Treas., Mr. Kneebone, presented his annual report for 1914, which was a lengthy account of the progress during the most successful year of the association.

Mr. McPherson thanked the members for their support during the past year, and hoped they would continue to give their support to Mr. Kneebone, who then took the chair.

The Secretary read a letter from G. Mallan, giving the opinions of the Saskatchewan Association regarding increases to clerks on active military duty.

Christmas and New Year cards were read from the Postal Clerks' Association of Western Canada, and the Winnipeg Branch of same, also from J. McKenzie, with the Canadian Army Medical Corps.

The Secretary read a letter from Sir J. A. M. Aikens, M.P., heartily reciprocating the kind Christmas greetings sent to him.

The following business was done:—

Moved by Mr. Theobald and Mr. Currie, "That a vote of thanks be given to our late President for his valuable work during the past year." Carried unanimously. Mr. McPherson accepted the thanks of the members.

Moved by J. McPherson and Mr. Theobald, "That we recommend to the Western Federation that the design of the button be changed, and suggest a Crown, or a Maple Leaf, instead of the present design." Carried.

Moved by Mr. Dennehy and Mr. Hickie, "That we send a delegate to the Civil Service Federation meeting in Ottawa, Jan. 7, 8 and 9." Carried.

Moved by Mr. Dennehy and Mr. Harris, "That Mr. McPherson be sent to Ottawa as our delegate." Carried.

Moved by Mr. Pickup and Mr. Hickie, "That Mr. Theobald be appointed Association Auditor for 1915." Carried.

Moved by Mr. Theobald and Mr. Grant, "That a letter of congratulation be sent to Mr. Lipsett upon his promotion in the Service." Carried.

Moved by Mr. Pickup and Mr. Currie, "That a letter of thanks be sent to Mrs. F. Lough for her kindness when parcels were sent to the members of this association on military service." Carried.

Moved by Mr. McPherson and Mr. Pickup, "That we ask Mr. Kavanagh to supply us with the Alberta distribution books as soon as possible in order to study same before the examinations." Carried.

Moved by Mr. Pickup and Mr. Harris,

"That the executive take up with Mr. Kavanagh the question of case examinations." Carried.

Moved by Mr. Borland, "That a house committee of the following members be appointed: A. G. Macdonald, Mr. Theobald, Mr. McNabb, Mr. Pickup and Mr. Davidson, with permission to add to their number." Seconded by Mr. McPherson.

Moved by Mr. Grant and Mr. Pickup, "That the Executive take up with Mr. Kavanagh the question of identification cards, recently inaugurated by the Department." Carried.

The meeting then adjourned to February 6th.

#### Officers for 1915.

President—T. J. Kneebone.

Vice-President—M. Cyr.

Treasurer—R. A. Borland.

Secretary—C. A. Hives.

Representative to Western Federation—W. McPherson.

Executive—Messrs. Grant, Hunt and Haney.

#### THE OTTAWA ASSOCIATION.

The regular meeting of the Executive was held on January 5th. There was an attendance of twenty-six members.

It was decided that in the present state of uncertainty with regard to the Bills that it would be advisable to postpone the January general meeting for a month. It was also decided that no action should be taken towards urging the Government to bring down bills introduced last session, but that we should be prepared, when the Bills were brought down, at the convenience of the Government, to present our case.

Regarding a further contribution to the Patriotic Fund, or to some other similar fund, it was decided to request the Advisory Boards to report to the Executive.

Delegates to the Federation were instructed to support the Federation in opposing any action on the part of the Government to prohibiting Civil Servants from taking part in municipal affairs and serving on school boards.

The committee on co-operation were instructed to investigate the possibilities of town-planning in regard to the Civil Servants, and were also requested to prepare a leaflet for distribution, outlining the various organizations in the Service and briefly bringing them to the attention of Civil Servants, more especially the new entrants to the Service.

Favourable reports were received from the committee on the Bill and on the Superannuation Act, showing that they are proceeding quickly with the work on hand.

## A VANCOUVER EVENT.

On the afternoon of December 29th Postmaster Macpherson, of Vancouver, was summoned into the big room of the post office, where he found himself confronted with the entire staff. At first he thought that a general strike had been declared, and he was preparing to ask them to return to their posts and submit their troubles to arbitration, when a closer glance showed that every countenance wore a smile that betokened peace instead of war. As soon as Mr. Macpherson recovered his poise one of the senior members of the staff advanced and congratulated him on having recently celebrated his silver wedding, and wished Mr. and Mrs. Macpherson many more years of marital felicity.

Mr. Macpherson was married in Seattle to Miss Van Aiken, of Southern Michigan, just twenty-five years ago last Christmas Day.

After the congratulatory remarks, the genial postmaster was presented with a magnificent silver set. For a moment Mr. Macpherson was nonplussed, but he soon rallied, and replied in his usual felicitous manner. He expressed his appreciation of the loyal way in which the staff performed their duties, and said that he was deeply touched by this token of their friendliness

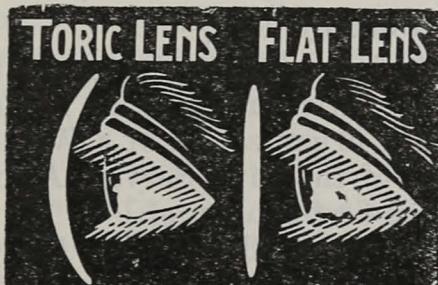
## S U C C E S S F U L.

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to him, and he was assured also that Mrs. Macpherson's appreciation would be as great as his.

## REGINA P. O. WHIST AND DANCE.

The Regina Postal Clerks held another successful whist drive and dance on New Years Eve. Some fifty couples assembled and a very good time was enjoyed by all present.

The prizes for the whist were presented by the Regina Branch of the Postal Clerks' Association of Western Canada, and they were won by Miss Fawcett and Mr. E. Tindale.

As the clocks and whistles proclaimed the advent of the New Year the dancing was stopped whilst greetings were indulged in, and "Auld Lang Syne" was sung by all assembled.

Dancing was continued till about 2 a.m., when the party broke up.

The next whist, drive and dance to be given by the Post Office clerks will be held on Feb. 5th.



## ROYAL NAVAL COLLEGE OF CANADA.

The next examination for the entry of Naval Cadets will be held at the examination centres of the Civil Service Commission in May, 1915, successful candidates joining the College on or about 1st August. Applications for entry will be received up to 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can now be obtained.

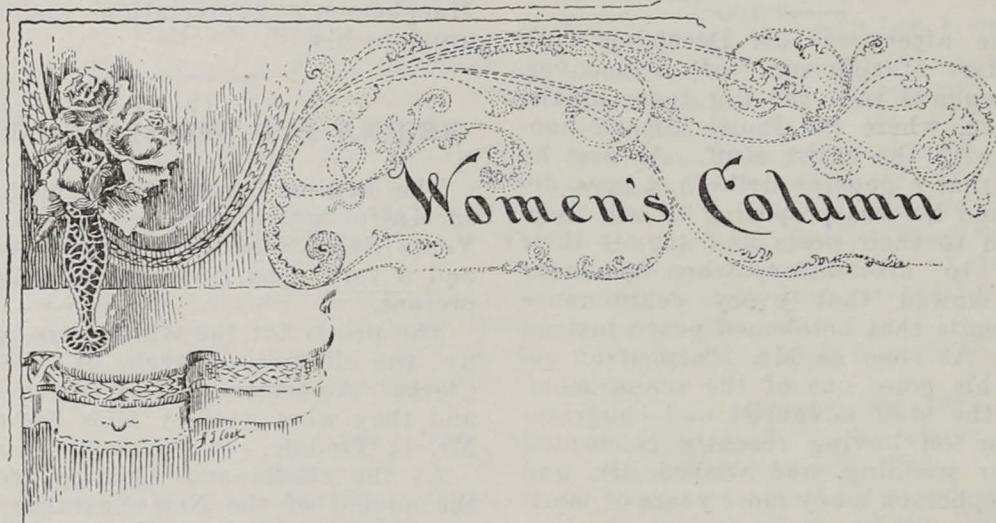
Candidates for the examination in May next must be between the ages of fourteen and sixteen on the 1st July, 1915.

Further details can be obtained on application to the undersigned.

G. J. DESBARATS,  
Deputy Minister of the Naval Service.

Department of the Naval Service,  
Ottawa, January 8th, 1915.

Unauthorized publication of this advertisement will not be paid for.  
—72858.



At a meeting of the women of the Service, held in the Carnegie Library on Tuesday, the 12th instant, a Civil Service Recreation Club was organized, and the following officers elected: Vice-President, Milly M. La Fleur; Secretary, Edna L. McKechnie; Treasurer, Elva Anderson; Executive, Jennie Russell, Gertrude Shore, Clarice Brodie. The President to be chosen by the Executive of the Women's Branch from the following nominations: Ina Blackburn, Forestry Branch; Elizabeth Connolly, Naval Service; Helen Robertson, Money Order Branch. The purpose of the club is to provide regular outdoor recreation for its members, who are so closely confined to office work.

Much enthusiasm was shown by those present, and a lively discussion took place on the various popular sports, viz.: Skating, snowshoeing, skiing, tobogganing, walking, riding, picnicing, etc.

Membership is open to any woman in the Service on payment of the annual fee of 50c, which is barely sufficient to pay the cost of organization and notices throughout the year, to the Treasurer, Miss Elva Anderson.

\* \* \*

An explanation is due to the author of the very clever poem which was published in the Christ-

mas number, called "The Day After Christmas." Through some misunderstanding the verses did not appear in the Women's Column, where it belonged. We have to thank Miss J. Smith, of the Service, for this clever contribution, and we hope to have more from her pen.

I also have a very bright little story of a Santa Claus lady and a poor little small boy for a future edition. I have been limited to space this time, but I feel that it would be an injustice to the Women's Branch Association not to publish, at once, the following very gratifying letter from "A. C.," of the Department of Marine:

#### Contribution.

Dear Dorothy Day,—

We all remember the torrent of adverse criticism that was let loose when the organization of a Women's Branch of the Civil Service Association was first spoken of.

There were those who did not favour such an association because it never would, according to their view, serve any useful purpose, and might, in fact, work detrimentally to the "true interests" of female Civil Servants.

Others opposed the idea because of its resemblance to an ordinary working women's union, and they hardly considered themselves as

working women,—at any rate they were editions de luxe of the class, and quite removed from the necessity of forming a union ("A union is so suggestive of strikes.")

A great many were absolutely indifferent; they were neither for nor against. It didn't interest them in the slightest, and they had no opinion to express. If others wanted to organize let them do so, and good luck to them.

A year has passed, dear Dorothy Day, and in your column in *The Civilian* of date 11th Dec. there appears an account of the first general monthly meeting of the Women's Branch of the Civil Service Association, which is most illuminating to those of us who, in the outer darkness of indifference, could not see that the organization of the Branch would be of any benefit to the female Civil Servant, or anybody else.

The interesting reports read at that meeting show that opportunity has been given the members to feed the hungry, clothe the naked, and provide employment for girls who had lost positions through the present financial stringency. And this is only a beginning of the good work which the Executive has mapped out!

So many of us would like to do something to help others, but do not know how to begin. Here is a means at hand. We can contribute of our time, spare pocket money and cast-off clothing, and feel confident that the capable Executive officers utilize all to the best advantage.

The Association has evidently come to stay, but whatever the future may hold for it, all honour is due to the pioneers,—those who, in spite of discouragement, saw, with a clearer vision than the majority, that there was a place which it might fill. The results, even in the comparatively short period of a year, have justified their faith.

A. C.

\* \* \*

Allow me to voice the thanks of the Branch Association for the appreciation of its efforts expressed in the above letter.

DOROTHY DAY.

---

OTTAWA C. S. CLUB DINNER TO  
HON. MR. HAZEN.

---

The second of the monthly Club Dinners took place on Friday evening, Jan. 15th, at 8 o'clock.

The guest of the evening was Hon. J. Douglas Hazen, Minister of Marine and Fisheries, who occupied the seat of honour on the right of the Chairman, Mr. Simeon Lelievre.

The event was voted a great success by all present. Being Friday—or fish day—Mr A. Beauchesne, of the Justice Department, sprang a surprise in a most elaborate menu card, which simply "brought down the house."

After the toast of the "King" had been honoured the Chairman proposed the health of Hon. Mr. Hazen, who, on rising, was greeted with much applause.

Mr. Hazen was in splendid form, and made a deep impression upon all present. His eloquence was a revelation to many of the members, who had never heard the ex-Premier of New Brunswick speak. There could be no doubt of where he stood with respect to the Civil Service. The Minister stated in eloquent terms that when the opportunity occurred to show his attachment to the Service he would be found "there," at all times. He considered that the Civil Service Club was doing a great work in providing a meeting place for the members of the Service, who otherwise might never meet.

Mr. Hazen referred to one valued member of his own staff, who was present at the banquet, the veteran Mr. W. W. Stumbles, who had rendered faithful service to the Government. The reference to this popular and gentlemanly official was received with cheers. On resuming his seat, the Minister was applauded again and again, which was renewed shortly af-



**HON. J. DOUGLAS HAZEN,**  
Minister of Marine and Fisheries, who spoke eloquently at the Civil  
Service Club Dinner.

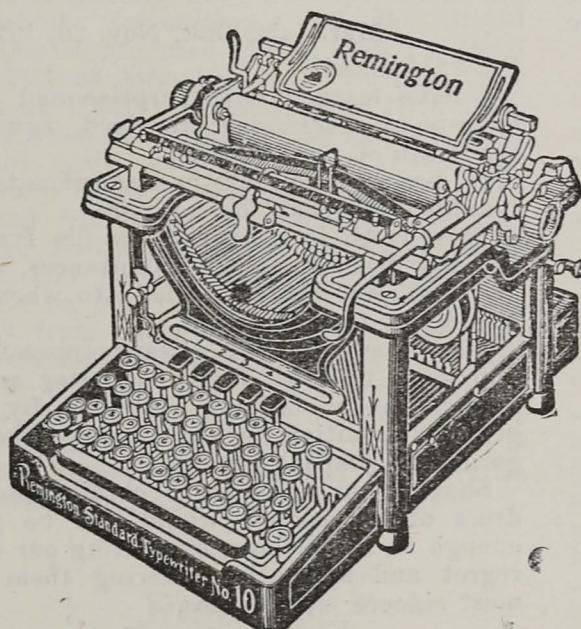
terwards when Mr. Hazen was compelled to leave, in order to catch the train for Toronto.

In response to the call of the President, Mr. Beauchesne made a most amusing and witty speech, and told an excellent fish story. The President also called upon Mr. F. Grierson, Secretary of the C. S. Federation, for a few remarks. Mr. Grierson referred to the Convention of the Federation during the previous week, and stated that during these deliberations no expression was given to monetary considerations, except by way of contributions to the

cause of Empire. He reminded the Minister that Superannuation (Bill No. 229) was a revenue, not an expenditure measure, and would be so for many years, and in regard to the Civil Service Bill (No. 217), the resolutions passed were of a highly ethical nature, with special reference to the merit system in appointments and promotions.

Mr. Parkinson sang the ever popular "Tipperary," with club accompaniment.

Prof. Tremblay presided at the piano with his usual acceptance.



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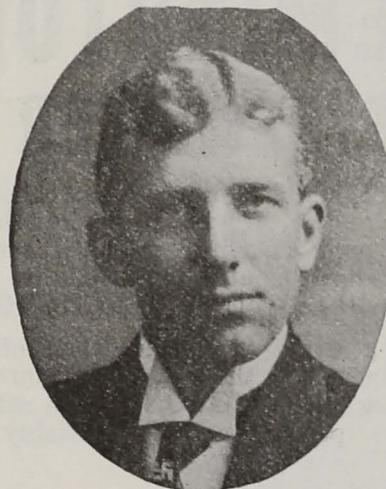
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## DEATH OF A. B. SOWTER.

Although it was apparent to many of his friends that the illness from which Mr. A. B. Sowter had for some time been suffering was of an incurable nature, yet his death, on January 2nd, came as a great shock to his friends and colleagues in Edmonton. The deceased gentleman was a native of Belfast, Ireland, and was educated at King's College, London, England. He came to Canada several years ago and occupied positions on the Customs at Vancouver and other ports in British Columbia before taking the important post of Surveyor at Edmonton. Mr. Sowter, who was only in his 36th year, leaves a young wife to mourn his loss.

The following resolution, passed unanimously at a full meeting of the Northern Alberta Customs Association, of which the deceased was the founder, will convey the



THE LATE A. B. SOWTER,

respect with which he was held by his colleagues in Western Canada: "That the Secretary be instructed to convey to Mrs. Sowter the deep-felt sympathy of members of this Association. They recognize having lost in Mr. Sowter a true friend, and one who has done much to raise the Port of Edmonton to its present high standard of efficiency, and deplore the fact that the Civil Service at large has lost one of its ablest champions, and his death creates in this port a vacancy that will be hard to fill."

In addition to floral tributes from J. W. Shera, the Collector, and the N. A. C. A., a magnificent wreath was sent by the Freight Agents' Association of the C. P. R., the C. N. R. and the G. T. P. Railways.

The deceased gentleman was laid to rest in a beautiful spot in St. John's Cemetery, Winnipeg, on Wednesday, the 6th instant, the Rev. Dean Coombs officiating at the service in the Pro-Cathedral. The pall-bearers were: Joseph Carman and W.

Parish, representing the Northern Alberta Customs Association; J. S. Wallace, W. C. Muir, A. W. Stow and Victor Carman.

H. B. Wheaton represented the Customs staff at Winnipeg.

## THE LATE M. DE NOAILLES.

The following letters refer to the loss sustained by the Civil Service in the death in battle at the front in Belgium of the late Lieut. Louis de Noailles, reservist of the French army. M. de Noailles was a member of the translation staff of the House of Commons. He was killed in battle at or near Ypres:

From the Hon. Dr. Sproule, Speaker, to Dr. Flint, Clerk of the House of Commons.

Markdale, Ont., Nov. 20, 1914.

Dear Dr. Flint,—

I have learned with surprise and pain from your letter, just received, news of the death of poor Noailles.

He has given his life as a sacrifice to his country. He could do no more.

This death is most sad for his family, for his friends and acquaintances, and, above all, for the young lady to whom he was about to be married.

For myself, I have always appreciated him as a man of high character and a student of remarkable talent. By his genial disposition he had obtained the regard and sympathy of all.

Should you be able to obtain the address of his people, would you be good enough to write them, expressing our deep regret and sympathy, offering them our most sincere condolences.

Very truly yours,  
T. S. SPROULE.

Mme. de Noailles, Chateau de Peconut, Guinsac (Gironde), France.

Madame,—

His Honour the Honourable Speaker of the House of Commons of Canada, the official chief of the House, has desired me to express to you and the family of the late Louis de Noailles our fullest sympathy with you all in the irreparable loss you have sustained in the death of your son.

Inclosed herewith you will find a translation of a letter which I have just received from the Honourable the Speaker of the House of Commons. The feelings of the whole staff of the House are therein so well expressed that it would be superfluous in me to add to it.

We are all proud to realize that our late esteemed colleague and friend died a hero on the field of honour fighting, not only for his own country, but at the same time for the land of his adoption.

We knew that he was leaving us to discharge a duty at once difficult and dangerous, and we admire the brave and generous spirit in which he left us to offer the sacrifice of his life.

We do not doubt that in the midst of sufferings you console yourself somewhat with a feeling of pride and satisfaction over the noble and brilliant service that he has rendered to his native land.

We deplore his loss and our hearts go out in warmest sympathy with his friends and relatives in France.

I am, Madame, most sincerely,  
Your obedient servant,

THOS. B. FLINT,  
Clerk of the House of Commons.  
Ottawa, Canada, Nov. 26, 1914.

#### MAJOR Z. T. WOOD DEAD.

Major Zachary Taylor Wood, C. M. G., Assistant Commissioner of the Royal Northwest Mounted Police, died on January 15th at Asheville, N.C. Deceased was born at Halifax on November 27th, 1860, being a son of Captain Wood, of the United States navy, and grandson of General Zachary Taylor, sometime President of the United States. He graduated from the Royal Military College at Kingston in 1882, and joined the Northwest Mounted Police on August 1st, 1885. He rose by merit from grade to grade, and was made Assistant Commissioner on July 1st, 1902. On New Years Day, 1913, he received the honour of Companionage of the Order of St. Michael and St. George. His death is deeply regretted throughout the Prairie Provinces and wherever he was known.

#### Athletics.

##### Regina P. O. Hockey Club Wins.

The Regina Post Office Hockey Club won its first league match of the season on Jan. 7th, by defeating the Sherwood-Grand Trunk team to the tune of 5 goals to one. The game was more evenly contested than the score would indicate, and Miller, in goal for the P. O., did some grand work, bringing off several seemingly impossible saves. Child and Stewart slugged away with their usual untiring efforts, while Bennett's run through and score from point was a dandy piece of work.

In the first half the P. O. notched two goals, and Sherwood's one. The second half resulted in three more notches for the P. O. and nil for Sherwoods.

The game, whilst hotly contested, was clean throughout, nad the penalty bench

was very much neglected, having only three visitors for the whole game.

The P. O. line-up was as follows:—Goal, Miller; point, Cook; cover point, Bennett; rover, Child; centre, Webb; right, Stewart; left, Tranter.

Recent statistics of the Observatory Bowling League give team stndings as follows:—

Captain.	Won.	Lost.	Average.
Swinburne .....	7	2	1380
Clendinnen .....	8	4	1356
McDiarmid .....	6	3	1364
Dennis .....	4	2	1265
DePuyjalon .....	5	5	1326
Fairbairn .....	4	5	1187
Motherwell .....	5	7	1327
Shore .....	1	5	3236
French .....	2	10	1182

##### Ottawa Service Hockey League.

The Civil Service Hockey League has narrowed down to a three-team affair, caused by the withdrawal of the Interior and Printing Bureau teams over a disagreement with the other clubs in regard to rules governing players. This left the Customs, Post Office and Observatory teams to form the series. Their delegates have drawn up a double schedule. While one or two more teams would round out the league better, these teams will have some good sport. They have a sufficient number of games to keep them busy, and the interest should never lag, as they average about the same strength in playing material, and an exciting finish is looked for.

A board of referees was chosen, including Messrs. E. Gerard, C. Snelling, E. Phillips, G. Johnson, L. Ellis, E. Butterworth and H. Ackland.

Clean hockey will be the order with these gentlemen in charge. Following is the official schedule:

- Jan. 11—Post Office at Customs.
- Jan. 14—Customs at Observatory.
- Jan. 18—Post Office at Observatory.
- Jan. 22—Customs at Post Office.
- Jan. 28—Observatory at Customs.
- Feb. 5—Observatory at Post Office.
- Feb. 10—Customs at Post Office.
- Feb. 15—Observatory at Customs.
- Feb. 17—Observatory at Post Office.
- Feb. 22—Post Office at Customs.
- Feb. 25—Customs at Observatory.
- Mar. 4—Post Office at Observatory.

##### Ottawa Bowling League.

Mr. G. J. Artz, Secretary of the Ottawa C. S. Bowling League, has issued the

statistics for the first half of the schedule, as follows:—

## TEAM STANDING.

	Won.	Lost.	Avge.
Interior No. 1 . . .	29	4	3106
Railways No. 1 . . .	26	7	3134
Observatory . . . . .	24	9	3024
Customs . . . . .	18	15	2957
P. O. D. . . . .	17	13	2913
Mint . . . . .	17	16	2952
East Block . . . . .	16	17	2890
Bureau . . . . .	15	15	2871
Interior No. 2 . . .	13	20	2822
Railway Lands . . .	9	24	2742
Railways No. 2 . . .	8	25	2663
Stationery . . . . .	3	30	2573

## THE HOUSEKEEPER.

By Margaret Widdemer.

Oh, Woman, what is the thing you do, and what is the thing you cry?  
Is your house not warm and enclosed from harm, that you thrust the curtain by?  
And have we not toiled to build for you a peace from the winds outside,  
That you seek to know how the battles go and ride where the fighters ride?

You have taken my spindle away from me, you have taken away my loom,  
You bid me sit in the dust of it, at peace without cloth or broom.  
You have shut me still with a sleepy will, with no evil nor good to do,  
While our house, the World that we keep for God, should be garnished and swept anew.

The evil things that have waxed and grown while I sat with my white hands still, They have meshed our World till they twined and curled through my very windowsill;  
Shall I sit and smile at mine ease the while that my house is wrongly kept?  
It is mine to see that the house of me is straightened and cleaned and swept!

My daughters strive for their souls alive, harried and starved and cold—  
Shall I bear it long, who was swift and strong in guarding them white of old?  
My children cry in our house the World, neglected and hard opprest—  
Is my right not then to command all men to be still while the children rest?

I who labored beside my mate when the work of the World began,  
The watch I kept while my children slept I will keep to-day by Man;

I have crouched too long by the little hearths at the bidding of Man my mate—

I go to kindle the Hearth of the World, that Man has left desolate!

## A Gracious Providence.

When the late P. T. Barnum was exhibiting his famous Siamese twins they were, as is well remembered, a wonderful sensation.

A certain divine, accompanied by his daughter, was much interested, and their curiosity was unbounded. The young woman asked where the twins were born. Mr. Barnue told them that they were born in Siam.

"And are they brothers?" asked the clerical gentleman.

"Oh, yes!" said the world's greatest press agent.

"Well, well!" said the visitor. "Think of that, Mary! How good and kind of a gracious Providence to allow them to be brothers, and not to have linked a pair of strangers together for life!"

## Problems of the Court.

A man was brought before the court upon the complaint of his wife. While the prisoner was testifying the judge made it clear that he intended to be harsh with him, so that his wife became frightened, and when called to the stand refused to give any testimony. In fact, she retracted all her accusations.

"So your husband didn't strike you, then?" said the judge. "Where did you get that black eye?"

"I struck it accidentally on the mantelpiece."

"So! And that piece bitten out of your ear—he didn't do that, either?"

"No, no, your honour. I did that myself!"

Emerson says "Every day is a doomsday." If we realize this, we would take each day and try its worth as it came to us. Then we would do better work tomorrow.—*Maltbie D. Babcock.*

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(Continued from page 573.)

Christie, that the report be received with thanks. Carried.

The Secretary read the report of the Publicity Committee, as follows:—

**Report of Publicity Committee.**

To the Officers and Delegates of the C. S. Federation of Canada,—

On the 16th of March last, at a meeting of the Executive, this committee was appointed, consisting of F. M. Journeaux, J. L. McCullough, W. J. P. Cantwell, C. A. Halladay, W. A. Code, F. Kehoe, A. C. Campbell, Ernest Green and the Secretary.

A number of meetings were held at the Civil Service Club and a plan of operating devised. The proposed was to clip or to originate literature with a distinct bearing on Civil Service problems and to send galley proof to the secretaries of all our organizations for insertion in all local papers. In the official bulletin in July this proposition was put to the organization and received a splendid reception; there being more than the average proportion of replies as compared with the communications sent. The committee had scarcely received these favorable replies when war broke out, and the best judgment obtainable ordained that the campaign would be lost in the news of the war and that the energy expended would be wasted.

The committee, however, in conformity with its mission, did perform one piece of publicity, in the month of December, by mailing to the secretaries of societies galley proofs of the correspondence with the Prime Minister in reference to the part the Service has taken in patriotic movements. We do not know to what extent this matter was put into the public press by those who received the galley proofs.

Respectfully submitted,  
ERNEST GREEN,  
Chairman.

Moved by Mr. Holmes, seconded by Mr. Coats: That the Publicity Report be received. Carried.

A discussion arose by the offering of suggestions as to the best means of securing publicity for the Federation. In the

course of the discussion personal experiences were related by Messrs. Clewlo, Carpenter, DeGraves, Sharman and others, showing that newspaper editors generally were favourably disposed toward the Federation, and were ready to give its affairs any space in their columns that could reasonably be asked.

The Secretary read the report of the Insurance Committee, as follows:—

**Report of Insurance Committee.**

To the Officers and Delegates of the Civil Service Federation of Canada,—

Your Committee on Government Insurance beg to report as follows:—

The present report of the Committee is the brightest and best in the history of the Federation. In the first place, at the last session of Parliament the Government acceded to the desire of the Federation as expressed in the successive memorials and increased the amount of insurance from the old limit of \$2,000.00 to a maximum of \$5,000.00. The benefits of the Act were also, for the first time, extended to the women members of the Service. The petition of the Federation regarding Section 15, which discriminates against members of the Service in Superannuation Fund No. 1, was not granted. Your committee suggest that fitting acknowledgement be made to the Government by this Federation for the extensions of the Insurance Act as enumerated above.

In the second place, success has been achieved in connection with the object for which the committee was originally formed, viz:—in advertising throughout the Service the fact that the Government gives to Civil Servants an insurance policy at a comparatively low rate of premium. This success was achieved through the co-operation of the Insurance Committee of the Ottawa Association. Mr. A. D. Watson, of the Insurance Department, was chairman of this committee, and he drew up a folder convenient for mailing, containing all necessary information regarding the subject. Folders were addressed to those only who have been in the Service for three years or less.

The new system was given a good trial, and the results prove its value to be far

in excess of the old method. At the last Convention this committee reported the number of policies issued as 862. Up to date the number is 1,275. A contribution to the cost of the new system of publicity will be paid by the Ottawa Association, so that out of a total cost of about \$70 the Federation pays only \$40.

We would suggest that a vote of thanks be passed to Mr. Watson for his most efficient co-operation, and that he be asked to accept the position of Chairman of the Insurance Committee for the ensuing year.

Respectfully submitted,  
F. GRIERSON,  
Chairman.

Mr. McPherson moved, seconded by Mr. Davies, that the report be received and that the committee be requested to take up the question of accident insurance.

Discussion brought out the fact that railway mail clerks are denied by accident insurance companies generally the privilege granted to others, including commercial travellers, of double indemnity in case of death by accident in a public conveyance. The removal of this relative disability and the securing for the Service of the benefits of accident insurance on the most favorable terms, it was pointed out, might advantageously command the attention of the Insurance Committee.

The President suggested that the railway mail clerks, so far as their demand was concerned, should make out a case in such a form that the Insurance Committee could handle the matter to advantage.

Mr. Jessup asked if the request made to the Government that those contributing to Superannuation Fund No. 1 should be allowed Government insurance without increase of superannuation contributions had been refused; if so, for what reason?

The Secretary replied that the reply was tantamount to a refusal, and the reason for the situation was the following: The establishment of the Government insurance system and the establishment of Superannuation Fund No. 2 closely synchronized. As contributors to Fund No. 2 were assessed at 3½ per cent. instead of 2 per cent., as for Fund No. 1 it was deemed fair at the

time to assess those of Fund No. 1 who sought Government insurance one per cent. extra for superannuation, and the decision then arrived at was confirmed and continued by the Government's present answer.

The Secretary presented the report of the Committee on Co-operation, as follows:—

**Report of Special Committee on Co-operation.**

To the Officers and Delegates of the C. S. Federation of Canada.

The action taken by the Convention in December, 1913, in appointing a committee for the purpose of circulating a petition to the Government on the subject of co-operative legislation was prompted by the fact that the Trades and Labour Congress had launched a great campaign with this object in view.

Your committee was prepared to proceed with its work, but the plan of the Labour Congress collapsed and your committee decided that such names as might be accumulated by our Civil Service bodies would be numerically insufficient to make the desired impression upon the Government. The committee, therefore, postponed action until further instructed by this Convention. Lists are at present in the hands of the committee containing some 650 names. These were circulated by the various co-operative societies affiliated with the Canadian Co-operative Union and placed in the hands of the Secretary through the enterprise of Mr. H. T. Owens, an enthusiastic member of the Ottawa Co-operative Supply Association.

Your committee recommends as follows: (1) That in any memorial that may be presented to the Government, a strong appeal be made for the much-needed co-operative legislation. (2) That a standing committee be appointed, with Mr. H. T. Owens as convenor, to study co-operation on behalf of the Federation, that a sum of money be voted to pay the expenses of a representative to visit the coal fields of Pennsylvania with a view to supplying the Service, East and West, with coal at a low price; that the committee consider the possibility of buying carloads, say, of flour and sugar, to be delivered at a low

price at the various centres of Civil Service population.

Respectfully submitted,  
(Sgd.) W. A. CODE,  
T. H. BURNS,  
F. GRIERSON.

The Secretary, in reading the report, called special attention to the recommendation to send a delegate to the Pennsylvania coal markets to arrange for a coal supply.

Mr. Sharman gave the name of a Buffalo firm who would supply to the Federation the best anthracite coal at the same terms as to dealers.

Mr. Holmes said that his Association had called for tenders for 700 tons, and had received only correspondence offering supplies at a uniform rate.

Mr. Mathison said that his Association had secured coal at a reduced rate through the same person as supplied the Public Works Department.

After discussion, taken part in by Messrs. Philibert, Roy and others,

Moved by Mr. Mathison, seconded by Mr. Graves, that the report be laid on the table for the present. Carried.

The Secretary read the report of the Committee on *The Civilian*, as follows:—

**Report of Civilian Committee.**

To the Officers and Delegates of the Civil Service Federation of Canada,—

The Editors of *The Civilian* beg to report concerning the operations of the journal since the last Convention.

The copies of the journal which have passed into the hands of our members during the past year supply the necessary evidence as to the editorial policy, and of the success or failure of the journal from that standpoint.

The business standing of *The Civilian* remains unchanged, and the circulation is approximately 2,700.

During the year the Editors issued a Special Number, which was favorably commented upon by the Prime Minister and several members of the Government, but which, with some notable exceptions, has met with a very poor reception from the various bodies composing the Federation.

Respectfully submitted,  
(Sgd.) F. GRIERSON,  
Chairman of Committee.

Moved by Mr. Holmes, seconded by Mr. Grierson: That a Committee be appointed by the Convention to consider the pending Superannuation Bill and to report at a later sitting of the Convention. Carried.

The following were elected members of the above Committee *nem. con.*: Messrs. Todd, Clewlo, Drake, O'Connor, Mathison, Jessop, Holmes and Philibert.

In relation to the pending Civil Service Bill, it was decided, *nem. con.*, to ask the delegates to meet in groups according to Departments and agree, as far as possible, upon recommendations to be made with relation to the terms of this measure.

Mr. Lovett moved, seconded by Mr. Colvil: That Messrs. Grierson and Campbell be appointed a Committee, with instructions to furnish the newspapers with information as to the Convention which should properly be made public. Carried.

Mr. Simeon LeLievre, President of the Civil Service Club of Ottawa, was in attendance, and was introduced by the President. He was received with applause. He briefly addressed the Convention, welcoming the visiting delegates to the city, and giving all a fraternal invitation to make use of the facilities of the Civil Service Club. He expressed a cordial wish for the success of the Convention and of the Federation.

Moved by Mr. Gates, seconded by Mr. DeGraves: That this Convention hereby returns thanks to Mr. LeLievre for his good wishes, and accepts in the fraternal spirit in which it is extended the invitation of the Civil Service Club. Carried.

Mr. Grierson gave notices of motion, as follows:—

(1) That article 4 of the Constitution be amended so as to increase the per capita tax to 15c instead of 10c for first 200 members.

(2) That article 7 of Constitution be amended and that provision be made under which vice-presidents shall be appointed, one for each province, except that in which the president resides, the Maritime Provinces to be a unit for this purpose, and that the number of the Executive Committee be reduced by the number of vice-presidents so appointed.

On motion of Mr. Burns, seconded by Mr.

Sharman, the Convention adjourned until two o'clock.

**Thursday Afternoon Sitting.**

Business was resumed at 2 p.m.

The President introduced to the meeting Mr. R. H. Coats, President of the Civil Service Association of Ottawa, whom he eulogized for the work he had done generally in organizing the Service, and especially for his work for the Federation, of which he was one of the founders and the first Secretary.

Mr. Coats briefly addressed the Convention, returning thanks for the honor done him and wishing the Convention and the Federation great success.

Mr. Burns reported verbally for the Committee, consisting of himself, Mr. Paré and Mr. Smart, to make a presentation to Mr. Coats in acknowledgment of his great services as the first Secretary of the Federation. He reported expenditure of the funds placed at the disposal of the committee and due presentation to Mr. and Mrs. Coats of a service of silver.

Mr. Coats asked leave to repeat to the Convention the thanks he had expressed to the committee at the time of the presentation.

Mr. Cantwell moved, seconded by Mr. Davies, that, inasmuch as committees already appointed, as well as the several groups and branches desired opportunity to meet in order to prepare matters for presentation to the Convention, the Convention adjourn until 8 p.m. Carried. Ad-jonrned as ordered.

**Thursday Evening Sitting.**

Business resumed at 8 p.m.

Mr. Holmes, Chairman of the Committee on the Superannuation Bill, submitted the report of that Committee. In doing so he explained that the Committee had had the inestimable benefit of the suggestions of those of its members who had considered the Bill in detail as members of a similar committee of the Inside Civil Service Association, and of the report, prepared and printed, but not yet circulated, of that committee. This work had been so thoroughly done, and the conclusions reached seemed so wise that the commit-

tee had adopted the report of the Ottawa committee, with a few amendments relating to the Outside Service, as embodying their opinion of what the Superannuation Bill should be. He moved that the report of the committee should be considered clause by clause. Seconded by Mr. Grierson.

Mr. Thompson raised the point of order that the report must first be presented as a whole before being considered clause by clause. The point was overruled by the President.

The report of the Inside Association was then taken up clause by clause, and after discussion and amendment, adopted. The meeting divided once only on the report as presented by Mr. Holmes, and that occurred on Sec. 22 on the following motion of Mr. Davies: That the clause be amended so as to include interest at 4 per cent., the same as in Clause 23, and that the Bill be made optional after 25 years and compulsory after 35 years, age limit being omitted. Also, where the total salary is less than \$40,000, this amount, instead of being computed at 2½ per cent., be raised to 3 per cent. Negated.

The full report of the Superannuation Committee, as adopted, will be found at the end of report of the proceedings of the Convention.

On the question of presenting report of the Federation to the Government,—

Moved by Mr. Grierson, seconded by Mr. Colvin, that a committee of five be appointed to call upon the Minister of Finance to express the views of the Federation on both the Superannuation Bill and the Civil Service Bill, such committee to be composed of the President, the Secretary and representatives to be chosen from Vancouver, Winnipeg and Halifax.

Mr. Todd moved, in amendment, seconded by Mr. McPherson: That the said committee be composed of the President and the Secretary.

Mr. Coats moved, in amendment to the amendment, seconded by Mr. Drake: That a memo of the case of the Service be submitted to the Minister of Finance, with an accompanying letter. Carried; yeas, 25; nays, 13.

The meeting adjourned at 12 o'clock midnight.

**Friday—Morning Sitting.**

The Convention reassembled at ten o'clock.

The business of appointing a committee to deal with Bill 217 was taken up. A considerable discussion took place arising from the fact that the Ottawa Civil Service Association, representing the Inside Service, had appointed a committee, which committee, after considering the measure, was almost ready to report, and it was thought not desirable to delay or disturb this part of the work. The further fact was brought out that there would be many matters affecting departments, localities, and classes of the Outside Service, which might not suggest themselves to the members of any committee. The Secretary pointed out that a composite committee might be appointed, made up of the existing Ottawa committee, together with a suitable number representing the Outside Service, each section to deal with that part of the bill specially affecting its part of the Service, and both to collaborate in matters of common interest. All who had opinions or wishes in relation to the bill should lay their cases before this committee, with a view to careful consideration in the preparation of the representations to be made to the authorities in charge of the Bill on behalf of the whole Service. After a thoughtful discussion:

Moved by Mr. Holmes, seconded by Mr. Colvin: That this Federation appoint a committee to deal with Bill 217, said committee to consist of the committee representing the Inside Service, which is already dealing with the Bill, and members of the Outside Service resident in Ottawa. Carried.

Moved by Mr. Thompson, seconded by Mr. Grierson: That the representation of the Outside Service on the foregoing committee consist of eight members of the Outside Service resident in Ottawa. Carried.

Moved by Mr. Grierson, seconded by Mr. Gates: That the representation of the Outside Service on the committee be as

follows: Post Office, 2; Customs, 2; Inland Revenue, 2; other Departments, including the Unorganized Service, 2; and that the membership be: Post Office, Messrs. Cantwell and Halladay; Customs, Messrs. Burns and Kehoe; Inland Revenue, Messrs. Chisholm and Hinchey; other Departments, including Unorganized Service, Messrs. Smart and Cartwright. Carried.

The Secretary read a letter from Mr. Roberts, the representative in Ottawa of the Imperial Institute of America, proposing a social meeting with some of the Ministers of the Crown, if enough of the members would indicate that they would attend. It was decided that, owing to the press of business upon the time of the Convention, the invitation could not be accepted.

Adjourned until 2 p.m.

**Friday Afternoon Session.**

The Convention resumed at 2 p.m.

The Secretary, having prepared for purposes of debate a number of resolutions of a strictly ethical and non-financial character, presented these to the delegates, which were considered and passed, as follows:—

**Appreciation of the Government.**

Moved by Mr. Lovett, seconded by Mr. Doyle:

This convention of Civil Servants, composed of delegates representative of between 6,000 and 7,000 organized Government employes, desires to place on record its sincere thanks and appreciation of the action of the Government in its amendments to the Insurance Act, whereby the amount of insurance is increased from \$2,000 to \$5,000, and its privileges extended to the women of the Service.

The convention also desires to express its warm appreciation of the Government in respect of the two bills (Nos. 217, 229) introduced by the Honourable Mr. White at the last session of Parliament, and to express the hope that the bills may be passed in such a form as will induce to the efficiency of our public service and the good name of our Dominion.

Carried.

**Merit System.**

Moved by Mr. Grierson, seconded by Mr. Davies:

This convention desires to place its opinion emphatically on record that it is most desirable in every way and in the interest of efficiency, and, therefore, in the interest of Canada's good name, that the merit system be introduced in those portions of the Service where it does not now apply. The convention finds that with a total public service of 45,000 only about 2,500 or 3,000 are under the merit system. The convention considers this the basic principle underlying all questions of Civil Service reform and the one that should be emphasized to the fullest extent.

Moreover, the convention considers it desirable, in addition to any other efforts that may be made in this regard, that a mammoth petition be circulated throughout the whole Service praying the Government to carry out its programme of reform by the extension of a perfected merit system to all portions of the Service.

Further, this convention considers that the Federation should, at the proper time, make strong representations to each political party, asking that a plank be inserted in the platform of each, making a declaration of policy in favour of the merit system and the abolition of patronage, as applied to the personnel of the Public Service, and that a promissory date be set for the consummation of such policy of reform.

Finally, it is to be the policy of this Federation, during the ensuing year, that candidates for a Federal seat in constituencies where one or more of our associations have an organization, to ask such candidate for an expression of his attitude in regard to the system of physical, moral and intellectual qualifications for entrance to the Public Service, under the terms and conditions of the Merit System.

Moved by Mr. Thompson, seconded by Mr. Drake, that the last paragraph be struck out. Carried.

The Secretary made an appeal for the retention of the remaining clauses of this resolution; setting forth that the Patronage System is an inhuman instrument of torture, and that from correspondence in hand the personnel of the Service is shown from this cause to be subjected to the mutilation

of just hopes and ambitions as baneful in effect as the atrocities of the German invader.

Mr. Drake moved, seconded by Mr. Holmes, that the third paragraph be struck out. Amendment negatived. Yeas, 10; nays, 18.

Moved by Mr. Thompson, seconded by Mr. Clark, that the following words be omitted from the third paragraph: "to each political party asking that a plank be inserted in the platform of each making a declaration of policy." Amendment negatived. Yeas, 15; nays, 11.

Resolution, as amended by striking out of last paragraph, carried.

#### Extension of Rights of Promotion.

Mr. Grierson moved, seconded by Mr. Sharman:

"That it is desirable to extend rights of promotion to vacancies or new positions to all Branches of the Service, rather than limit the selection to the Department in which a vacancy occurs."

Mr. Thompson objected that this might be used to work injustice to those already in the Department in which the vacancy exists.

After discussion, Mr. Grierson, by permission, withdrew this resolution.

#### Principle of an Independent Court of Appeal:—

Mr. Davies moved, seconded by Mr. Gates:

(a) "That this conference asserts the right of Public Servants to an Independent Appeal Court."

(b) **Composition of Appeal Court:—**

"That the Court of Appeal consist of three persons, of whom the Chairman shall be a Supreme or District Court Judge; one shall be the representative of the Commission, who shall not be an officer of the Department in which the appellant is employed, and one shall be the representative of the Division to which such officer belongs, elected under the regulations by the officers of the Division to which such officer belongs, in the Province in which such officer performs his duties."

(c) **Functions of Appeal Court:**—"That the Appeal Board deal with all appeals from decisions affecting classification, charges of misconduct, and questions relating to conditions of employment in the Public Service."

Carried.

The following resolutions were carried nem. con.:

**Automatic Advancement Within a Class:**

—"That this conference affirms the principle of automatic advancement of officers within a class or grade, subject to good conduct and ability."

**Constitution of Civil Service Commission:**—

- (a) "That it is desirable that the Civil Service Commission be composed of three Commissioners."
- (b) "That the Civil Service Commission consist of two members appointed by the Government and a third member, to be chosen from the Service."

**Restrictions Upon Leisure Hours of Civil Servants.**

Mr. Holmes moved, seconded by Mr. Christie:

This convention views with alarm the reports mooted in the public press to the effect that still further restrictions may be placed upon Civil Servants in regard to the manner of spending the hours of the day not devoted to official business. In connection with this protest, the convention deplores the existence of a report that in various localities of the Dominion Civil Servants are, to a greater or less degree, taking part in political partisan affairs, and this convention hereby records its studied opposition to any such course of action on the part of such Civil Servants.

Mr. Cantwell moved, seconded by Mr. Todd: That the resolution be amended by inserting, between "taking part in" and "partisan affairs," the words "Provincial or Federal."

Amendment agreed to and resolution as amended adopted.

**Transportation and Leave for Delegates.**

Mr. Davies moved, seconded by Mr. Gates:

In view of the co-operation this Federation may afford the Government in regard to the principles of public administration, and in order to establish and maintain an ideal state of good feeling between employer and employed, it is desirable that the recognition of the Federation by the Government be of a more intimate and sympathetic nature. In order to establish some formal recognition of the Federation as intermediary and spokesman, the convention deems it well that a suggestion be made to the Government to the effect that railway facilities and special leave be granted to the delegates attending the convention.

Carried.

**Co-operation.**

Moved by Mr. Lovett, seconded by Mr. Gates:

In accordance with the report of the Co-operative Committee, the convention recommends the appointment of a committee to take up practically the problem of co-operative buying and distribution on behalf of the Public Service, and in order to assist in the launching of something material that the Federation pay or advance the funds necessary to send two representatives to Pennsylvania to study the proposition of buying coal for the whole Service. That Mr. H. T. Owens be appointed chairman for the ensuing year, and a member of each organization as appointed by the President from time to time.

Carried.

**Income Tax.**

Mr. Grierson moved, seconded by Mr. Gates:

In view of the great number of our members who are effected by the operation of the Income Tax in the various provinces of the Dominion, this convention considers that some representations should be made to the Government with a view to having the validity or invalidity of the provincial tax finally settled.

Carried.

**The Unorganized Service.**

Mr. Thompson moved, seconded by Mr. McLaughlin:

This convention views with concern the rapidly increasing growth in the number of Public Servants who are not governed by the Civil Service Act. That in view of the fact that this number is in excess of 12,000, it is deemed advisable that representations be made to the Government with the object of having the present schedules of the Act amended by the addition of the Outside Services of those Departments not now so included.

Carried.

**The "Halifax Platform."**

Moved by Mr. McLaughlin, seconded by Mr. Davies:

This Convention discovers with regret that no acknowledgment or appreciation has ever been expressed to the Prime Minister, Sir Robert L. Borden, in response to his magnificent utterance in regard to the merit system, as embodied in the Civil Service plank of the Halifax platform.

No greater fortune could befall the Public Servants of Canada, suffering under the patronage system, than to know that such a powerful utterance had been made, unless it be the happy emancipation of the Service, due to a consummation of their policy of merit.

This Convention considers it desirable that representations be made to the Prime Minister, praying that he vouchsafe an assurance that the policy enunciated in the Halifax platform will become effective at an early date.

Carried.

**"The Civilian."**

Mr. Gates moved, seconded by Mr. McLaughlin: That this Convention cordially reaffirms the declaration of the Convention of December, 1913, concerning the work of *The Civilian*, as follows:

That this Convention again desires to record its appreciation of the excellent service *The Civilian*, now completing its seventh year of publication, is rendering in the best interests of Civil Servants throughout the Dominion. It notes with satisfaction the improved appearance of the paper, and learns with pleasure that it is steadily growing in the confidence

and support of the members. As a means of disseminating full and accurate information of the varied activities of the Service, and as the only regular channel of communication between its widely scattered branches, the work of *The Civilian* has been of the greatest value, and the Federation most strongly urges upon every member, both on personal grounds and in the interest of the Service as a whole, that the management is entitled to every encouragement that can be given in their effort to increase its circulation, and thus still further extend its sphere of usefulness.

That F. Grierson be Chairman of the Committee for the ensuing year, and that Ernest Green, Austin Bill and A. C. Campbell be members of the Committee, together with such others as the President may from time to time appoint."

**Insurance.**

Mr. Gates moved, seconded by Mr. Clewlo: That the report of the insurance Committee be accepted, and that Mr. A. D. Watson be appointed chairman and Mr. Warwick secretary. Carried.

**Organization.**

Mr. Grierson moved, seconded by Mr. McLaughlin: That the report of the Organization Committee be accepted, and that the present committee be reappointed for the ensuing year. Carried.

**Publicity.**

Mr. Gates moved, seconded by Mr. Holmes: That the report of the Publicity Committee be accepted, and that the present committee be reappointed for the ensuing year. Carried.

**Proceedings of Convention.**

Mr. Grierson moved, seconded by Mr. Sharman: That the report of the proceedings of this Convention be printed and distributed among members and prospective members of the Federation. Carried.

**Notice of Motion—Amendment of Constitution.**

Mr. McPherson gave notice of the following motion: That the Constitution be so amended as to allow voting by proxy by associations one thousand miles or more distant from Ottawa.

**Permanent Appointments.**

Mr. Ball moved, seconded by Mr. Clewlo: That where members of the staff have been connected therewith for three years or over, and have complied with all necessary conditions entitling them to permanent appointment, such appointment should be given them without delay.

In response to questions, the mover stated that he knew of cases in which the principle enunciated in the resolution had not been carried out. Carried.

**Per Capita Tax.**

Mr. Grierson moved, seconded by Mr. Davies: That article 4 of the Constitution be amended so as to increase the per capita tax to 15c instead of 10c for the first 200 members.

Mr. Sharman expressed the view that this should apply to the Outside Service only, as the benefit would accrue to them.

Mr. O'Connor said the Inside Service would gladly accept the change in the Constitution and pay the increase assessment.

The motion was carried.

**Vice-Presidents.**

Mr. Grierson moved, seconded by Mr. McLaughlin: That article 7 of the Constitution be amended and that provision be made under which vice-presidents shall be appointed, one for each province, except that in which the president resides, the Maritime Provinces to be considered a unit for this purpose, and that the number of the executive committee be reduced by the number of vice-presidents so appointed. Carried.

The Secretary announced that the result of the suggestion to the members of the P. O. Dept. of a practical appreciation of Hon. Mr. Pelletier had been most enthusiastically received, and the matter required only a little development. He reported over \$200 on hand. He asked that this sum, together with the further duties connected with the matter, should be taken over by a committee of the P. O. Dept.

Mr. Christie said that at a meeting of Post Office Clerks a committee of three had been appointed to represent them in

the matter, and their suggestion was that contributions should close on 15th March next.

Mr. O'Connor moved that the matter be referred to the delegates of the Post Office Department. The motion was seconded by Mr. Grierson and carried.

Mr. Clewlo asked if there was provision in the laws of the Federation for the payment of expenses of members of the executive called to attend meetings.

The President said the matter of expenses had been discussed at previous meetings, and the decision had been reached that they should be paid by the local associations. If it was decided that these expenses should be borne by the Federation it would be necessary to increase the fees.

Adjourned until 8 p.m.

**Friday Evening Sitting.**

The convention resumed at 8 o'clock.

Mr. Todd moved, seconded by Mr. Grierson: That the report of the Superannuation Committee, as amended, be adopted. Carried.

Mr. O'Connor moved, seconded by Mr. Christie: That Messrs. Todd and Grierson be appointed as a committee with instructions to revise the report on superannuation, with a view to eliminating possible inconsistencies and making the expressions clear. Carried.

Mr. Grierson announced, concerning the proposed Pelletier presentation, that he had received a report signed by Mr. Jessop, as chairman, and Mr. Gates, as secretary, that the whole matter had been placed in the hands of a committee with the following membership: Mr. Cantwell, Ottawa Post Office; Mr. O'Connor, Inside Service; Mr. Halladay, Railway Mail Service; Mr. Carpenter, Montreal Post Office; Mr. Grierson, Civil Service Federation; an Ottawa Letter Carrier, to be chosen by the Association of Letter Carriers.

Mr. Evans proposed that a group photograph of the delegates to the Convention should be taken. A discussion of arrangements for such a photograph disclosed the fact that there was no prospect of collecting any considerable number of the delegates at a given point within the hours of

daylight needed for such a photograph, the desire being to push through business and close the Convention.

Mr. Sharman moved: That it is the opinion of this Convention that at future Conventions the delegates should first assemble according to Departments, and that for this purpose those in charge of arrangements should put up placards for the several groups.

In speaking to the motion, Mr. Sharman explained that as the delegates, in many cases, were not acquainted with one another, it was desirable to facilitate that acquaintance, so that all the members of each Department might be prepared to act together in the work of the Convention. In this way time would be saved, errors avoided and the general good promoted.

The motion was seconded by Mr. Grier-son and was carried.

Mr. Burns moved that the Secretary be requested, in future Conventions, to give to the press notice in advance as to place of meeting, headquarters of delegates, &c. Seconded by Mr. Lovett.

In the discussion of the motion, Mr. Burns explained that this was for the future merely, that no reflection upon the Secretary or the Publicity Committee was intended, for if such reflection were made it would fall as much upon himself (Mr. Burns) as upon anybody.

Mr. Sharman suggested that, as far as possible, credentials and per capita tax be in the hands of the Secretary well in advance of the Convention, so that particulars as to delegates could be furnished to the press.

Mr. Christie called attention to a news-paper despatch showing that large appropriations had been made by the United States Government to indemnify the dependents of members of the Civil Service who had lost their lives while in the performance of their duty, and moved that the Secretary be requested to obtain particulars from Washington with a view to possible action by the Federation in the future.

Mr. Gates seconded the motion, which was carried.

Later in the sitting Mr. Burns called at-

tention to an anomaly in administration in relation to the Civil Service. In case of death it is the rule to pay to the heirs of a Civil Servant an amount equal to his salary for two months. Yet, in the case of a Civil Servant risking and losing his life through sheer loyalty to duty and through risks which, with less loyalty, yet without neglect of duty, he might have avoided, nothing at all is paid. He moved, seconded by Mr. Christie: That the at-tention of the Government be called to such cases.

This led to a general discussion as to the status of those who are faced by sud-den and unexpected danger in the per-formance of duty, and of those classes of the Service whose work necessarily in-volves danger greater than that which other classes are called upon to face as a matter of ordinary duty.

Mr. Mathison asked how this was af-fected by such laws as the Workmen's Compensation Act of Ontario.

The President stated that the Dominion Government was not affected by that Act, and that, therefore, the members of the Civil Service, as such, received no benefit from it.

Mr. McPherson quoted instances to show that, in the case of railway mail clerks, while the dependents of some who were killed received what was sometimes called a "compassionate allowance," the de-pendents of others were not in any way indemnified. He moved: That the motion be so amended as to cover the cases of all Civil Servants who meet death in the per-formance of duty. Mr. Sharman seconded the amendment.

Mr. Burns accepted the amendment, with leave of his seconder. The motion, as amended, was carried.

Mr. Todd called attention again to the question of income tax, and gave some points of the history of the question in the courts, as well as cases of hardship to members of the Service arising from the present unsettled condition of affairs

The Secretary-Treasurer stated that this matter was the subject of a considerable correspondence now on file, letters coming from every part of the Dominion.

Moved by Mr. Lovett, seconded by Mr. DeGraves: That the thanks of the Federation be tendered to the President and members of the Civil Service Club for their courtesy in tendering to the delegates the privileges of the Club. Carried.

Moved by Mr. Birtch, seconded by Mr. Roy: That the thanks of the Federation be tendered to Mr. Geo. H. Roberts, of the Imperial Institute, for the very commodious and comfortable arrangements made for the meetings of the Convention in the parlours of the New Russell. Carried.

The Convention adjourned until Saturday at 9 a.m.

#### Saturday—Morning Sitting.

The Convention resumed at 9 o'clock.

Mr. McPherson moved, seconded by Mr. Gates, the adoption of amendment to the Constitution of which he had given notice, as follows:

"That the Constitution be so amended as to allow voting by proxy by associations 1,000 miles or more distant from Ottawa."

Mr. Green called attention to the movement in the West to consolidate the organizations of members of the Service in certain departments. This he contrasted with the existence of small and merely local societies in some cases. Under the present Constitution those societies that united were deprived of representation on the floor of the Convention, though consolidation was obviously in the general interest as well as in the interest of the several localities and departments. He did not at all insist upon any specific change, nor upon any change at this time, but he urged the matter upon the Convention as one requiring attention and calling for some action. His own proposal would be to amend the motion so as to substitute for its declaration the following:

The Constitution be amended by striking out the words "or under" appearing in line 4, section 2, and the following be substituted: "or majority fraction thereof," and that all the words after "thereof" in line 6 of the said section be eliminated. In case of adoption of the foregoing, section 3 be amended by eliminating all the words after "entitled."

Mr. McPherson said that the amendment

would effect what he really desired to obtain, and asked to be allowed to withdraw his motion.

Mr. Philibert raised the point of order that Mr. Green's motion was not properly an amendment to Mr. McPherson's amendment.

The President said that the matter was one for the meeting to direct, but that if called upon to rule his decision would be that the point was well taken. He pointed out that a notice of motion given by Mr. Jessop, to come up as the next item of business, related to the subject of representation, and that Mr. Green's motion would properly come in as an amendment to that motion.

Mr. Birtch demanded a ruling, and the President declared Mr. Green's motion out of order at this stage.

Mr. Jessop moved that the question of voting by proxy be left over until next year's Convention; seconded by Mr. Birtch. Carried.

Mr. Jessop moved, seconded by Mr. Sharman, the amendment of which he had given notice, as follows:—

"That the Constitution be changed so as to allow one delegate for the first 100 members, and a second delegate for a minimum or any fraction over 100 members."

Mr. Grierson moved, seconded by Mr. Colvin: That the questions of voting by proxy and change of representation be deferred until next Convention, and that the Secretary be instructed to bring to the attention of the proper officer or committee, in time for action at next Convention, the several constitutional amendments proposed by Messrs. McPherson, Green and Jessop. Carried.

#### Election of Officers.

Mr. Lovett moved that the President, Dr. J. A. Smith, Windsor, be re-elected as President of the Federation, seconded by Mr. Colvin.

Dr. Smith, requesting the Vice-President to take his place in the chair, briefly addressed the members from the floor of the Convention. While thanking the mover and seconder for their nomination and the delegates for the applause with which

his name had been greeted, he felt entitled to ask that candidature for the presidency should not be pressed upon him. He reminded the Convention that he had been President from the inception of the Federation, and also that he had declared at last year's meeting that he would ask, after another year of service, to be relieved of office. He urged the importance of having a new man as President, especially as the growth of the Federation and the arising of great new problems would involve the extension of the organization and the adaptation of means to ends more or less upon new lines. He assured the Convention of his constant interest in the Federation and the continuance of his efforts for its success.

Mr. Grierson moved, seconded by Mr. McLaughlin, that Mr. R. S. White, Collector of Customs, Montreal, be elected President of the Federation. Carried.

Mr. Mathison proposed Mr. Carpenter for President before the election of Mr. White, but Mr. Carpenter declined the nomination with appreciation of the honour and pleasure that the Federation had secured the services of such a prominent man as Mr. White, of Montreal.

Regret was expressed by the Secretary that the change in the Constitution left no provision for a vice-president in the Province of Quebec, as the President-elect represented that province.

Moved by Mr. Birtch, seconded by Mr. Mathison, that Mr. Grierson be elected Secretary-Treasurer. Carried.

Moved by Mr. Holmes, seconded by Mr. Roy: That Mr. E. E. Stockton be elected Auditor. Carried.

Moved by Mr. Jessop, seconded by Mr. Grierson: That a Nominating Committee be appointed by the Chair to prepare and report a list of names of nominees for the remaining offices for the ensuing year. Carried.

The President named the following as a Nominating Committee: Messrs. Holmes, Carpenter, Jessop, Fagan and Lovett.

The Nominating Committee, having con-

sidered the matter, Mr. Jessop reported on its behalf the following list of officers, and moved the adoption of the report. Seconded by Mr. Burns. Carried.:

Vice-Presidents. — Maritime Provinces, A. Lovett, Halifax; Ontario, R. Holmes, Toronto; Manitoba, W. McPherson, Winnipeg; Saskatchewan, J. W. Green, Winnipeg; Alberta, H. Legg, Edmonton; British Columbia, J. E. Fagan, Vancouver.

Executive.—The foregoing officers and Mr. G. A. Carpenter, Montreal; F. A. Warner, Halifax; J. Lafrance, Montreal; E. Giroux, Montreal; R. Colvin, Hamilton; F. Somers, Toronto; J. E. Gates, Niagara Falls; W. Christie, Toronto; H. B. Wheaton, Winnipeg; F. Kehoe, Ottawa; W. J. P. Cantwell, Ottawa; R. J. Herbert, Vancouver; W. Todd, Ottawa; T. G. Mathison, Toronto.

Mr. Holmes moved, seconded by Mr. Mathison: That a vote of thanks be tendered to Messrs. Todd, Drake and O'Connor for their assistance in the preparation of the Federation's report on the Superannuation Bill. Carried.

Mr. Carpenter moved, seconded by Mr. Todd: That the cordial thanks of the Federation be, and are hereby, tendered to Dr. J. A. Smith, President of the Federation since its inception five years ago, for the able and conscientious discharge of his duties in that office.

The resolution was put by the Vice-President and unanimously carried by standing vote and with great applause.

The President acknowledged the vote of thanks in suitable terms, and, in closing the Convention, congratulated all concerned upon the success of the gathering, thanked the delegates, especially those from a distance, for their attendance, and expressed the hope that all would feel that the expense of money and time had been well justified, and that they had something to carry back to their several associations that would be worth reporting.

The Convention adjourned sine die.

# Register of Delegates to Convention Civil Service Federation of Canada, held at Ottawa, Jan. 7, 8 and 9, 1915

OFFICERS AND DELEGATES	NO. OF MEMBERS	NAME OF OF ASSOCIATION	HEADQUARTERS	PRESIDENT	SECRETARY
J. A. Smith, <i>President</i> .....					
G. A. Carpenter, <i>Vice-President</i> .....					
F. Grierson, <i>Sec'y-Treas.</i> .....					
R. H. Coats, ( <i>ex-officio</i> ).....					
J. A. Doyon, ( <i>ex-officio</i> ).....					
E. E. Stockton, <i>Auditor</i> .....					
A. C. Campbell.....					
Ernest Green.....					
<i>Publicity Committee.</i>					
C. A. Halladay.....					
<i>Out. Sert. Committee</i>					
H. T. Owens.....					
<i>Co-operation Comm.</i>					
G. A. Clark.....	31	Customs Assn.....	Bridgeburg, O.....	W. F. Willson.....	P. S. Johnston.
R. Colvin.....	61	" "	Hamilton, O.....	Thos. McCallum.	R. Colvin.
A. Lovett.....	100	Maritime Province "	Halifax, N. S.....	J. D. Spike.....	Geo. Watt.
J. C. Creelman.....		Customs Assn.....	Montreal.....	H. McLaughlin.	A. Latouche
A. E. Giroux,.....	100	Customs Assn.....	Edmonton, Alta.....	W. Parish.....	Hubert Legg.
H. McLaughlin.....		No. Alberta.			
J. E. Fagan.....	50				
T. H. Burns.....	55	Customs Assn.....	Ottawa, Ont.....	F. Lapointe.....	Geo. E. Booth.
F. Kehoe.....		Customs Assn.....	Winnipeg, Man....	F. J. Allan.....	H. B. Wheaton.
J. E. Fagan.....	116	Customs Assn.....	Toronto, Ont.....	Jas. Greer.....	A. Callow.
R. H. Holmes.....	127	Customs Assn.....	Vancouver, B.C....	J. E. Fagan.....	N. J. De Graves.
O. S. Clewlo.....		Landing Waiters' Customs Assn.			
H. E. Ball.....	40				
N. J. De Graves.....					
Walter Todd.....	2636				
E. F. Drake.....		Civil Service Assn.	Ottawa, Ont.....	R. H. Coats.....	J. C. O'Connor.
J. C. O'Connor.....					
C. S. Birtch.....	181				
T. V. Doyle.....		Dom. Civil Service Assn. of B.C.	Vancouver, B.C....	A. E. Vert.....	H. D'A. Birmingham
R. J. Robillard.....	243	Civil Service Assn.	Perth, Ont.....	Chas. Stone.....	H. T. Noonan.
C. J. Evans.....		Civil Service Assn.	Quebec, Q.....	J. E. Philibert....	P. O. Côté.
J. E. Fagan.....					
H. T. Noonan.....	14				
Dr. J. D. Pagé.....	742				
J. E. Philibert.....		Postal Clerk's Ass.	Montreal, Q.....	J. Lafrance.....	J. Hebert.
Chas. E. Roy.....					
T. de Lamadeleine.....	600				
Jos. Lafrance.....		Western Can.	Winnipeg, Man.	F. R. Sutton.....	J. W. Green.
H. Rochon.....	25				
J. Hebert.....		Excise Assn.....	Hamilton & St. Catharines, O.	W. A. D. Bâby...	A. Ballentine, Jr.
E. Hiscock.....	16	" "	Kingston, O.....	R. E. Genge.....	W. J. Wells.
W. J. P. Cantwell.....	60	" "	Ottawa, O.....	W. J. P. Cantwell.	J. J. Fair.
Wm. Christie.....	200	" "	Toronto, O.....	A. E. Crate.....	G. Murphy.
F. W. Davies.....		" "	Winnipeg, Man.	F. R. Sutton.....	J. W. Green.
J. M. Green, ( <i>unofficial</i> ).....					
W. A. D. Bâby.....					
T. G. Mathison.....	60	Public Works Ass.	Toronto, O.....	T. G. Mathison...	F. Simpson.
J. H. George.....	46	Meat Inspectors' Association.	Toronto, O.....	J. H. George.....	R. H. Cook.
W. McPherson.....	110	Ry. Mail Clerks' Association.	Winnipeg, Man...	T. J. Kneebone...	C. A. Hives.
" " ( <i>unofficial</i> ).....	265	Western Fed. Ry. Mail Clerks.	Variable.	W. A. Honey....	J. B. Aitken.
J. C. Gates.....	100	Ry. Mail Service Association.	London, Ont.....	W. McKerracher.	F. D. Sharman.
F. D. Sharman.....		" "	Toronto, O.....	W. G. Jessop.....	R. Cowling.
W. G. Jessop.....	50	Civil Service Assn.	Windsor, O.....	J. A. Austin.....	G. T. Easton.
Marshall Thompson.....	55	Civil Service Assn. of Europe.	London, G.B.	Obed Smith.....	Andrew O'Kelly.
G. Bogue Smart.....	100				
	6183				

# Civil Service Association of Ottawa.

## REPORT OF THE EXECUTIVE ON

### The Civil Service Superannuation Bill (No. 229).

(As compiled under the chairmanship of Mr. Walter Todd, 1913-14, and Mr. E. F. Drake, 1914-15, and adopted with amendments by the Convention of the Civil Service Federation of Canada January 7, 8 and 9, 1915.)

The Executive of the Civil Service Association of Ottawa have considered the provisions of Bill No. 229, respecting Civil Service Superannuation, and beg leave to present their report as follows:—

Inasmuch as the provisions of this Bill are necessarily of a highly technical character, the Executive, in the absence of professional advice, which is not available to them, feel that they cannot express any decided opinion from an actuarial viewpoint on the merits or demerits of the proposed scheme as a whole. So far, however, as they have been able to come to any conclusion, they are of the opinion that the proposed measure contains some apparent advantages over other pension systems in Canada, which they have examined, and also many apparent disadvantages, especially as applied to those now in the service.

For the information of the service, the Executive submit herewith their conclusions in this regard as follows, namely:—

#### (1)—AS APPLIED TO FUTURE ENTRANTS.

The retiring allowances provided for in the Bill seem to be, in many instances, though not in all, of a somewhat more liberal character than those granted under other systems examined, though one peculiar feature has been observed, that is, that they seem to be proportionately far more favourable to those, who, throughout their term of service, receive a more or less uniform rate of salary than to those, who, entering at a comparatively low salary, proceed, during their period of service, by the usual statutory increases and promotions to the higher grades.

The pensions allowed to widows, and children under 18 years of age appear, up to a certain stage, to be as favourable as those granted under the other systems examined; but whether these allowances and pensions bear a proper proportionate ratio to the amount of contribution charged therefor, the Executive have no adequate means of determining.

The disadvantages which appear to be most obvious are:—

(a) The provision requiring a continuous contribution during the whole period of service, which, in the case of those entering the service at the prescribed minimum age, might extend over a period of 48 years. In other systems examined the period of contribution is limited to 35 years.

(b) Forfeiture of all contributions in the case of a male contributor dying in the service without leaving a widow, or children under 18 years of age. In a system where the rate of contribution is small and limited to a fixed term of years, the forfeiture of contributions is understandable, but where the rates of contribution are so high, and extend over the whole period

of service as provided for in this Bill, the possibility of their forfeiture in the end seems entirely unreasonable. Such confiscation in the case of a person employed in the service under average conditions could amount to \$5,000, and in many cases to very much more.

(c) The rates of contribution prescribed for those entering the service after 30 years of age appear to be unnecessarily high. Such entrants, so far, at least, as the Inside Service is concerned, would necessarily be such as would be appointed as deputy heads, or professional or technical officers, and, therefore, at much higher salaries than those who have entered the service in earlier life. It appears to the Executive that the additional amount thus contributed on the higher salary should suffice without also increasing the rates of contribution, especially in view of the possible ultimate forfeiture of all contributions on the one hand, and on the other the limitation placed on the amount of pension allowed to the widow or children.

Taking the clauses of the Bill *seriatim*, as they apply to future entrants, this Executive would recommend that the following amendments be suggested to the Government as being in the best interest of the service as a whole, though it is realized that the adoption of such amendments may possibly involve a change in the proportion of the contributions as between the Government and the Service. But as it may be assumed that the paramount desideratum with the Government is the securing of an adequate pension system which will at the same time tend to produce the greatest measure of efficiency and economy, the additional expense involved will probably not be regarded as an insuperable obstacle.

The proposed amendments are as follows:—

Section 2 (c) The expression "permanent positions" should be more clearly defined, both in regard to future entrants and to those now in the Service, so as to establish beyond doubt what positions in the service will come within the provisions of the bill.

(k) The mileage of Railway Mail Clerks (and any others who may be in a similar position), together with overtime and other allowances in any department of the Public Service, should be added to the salaries in computing the amount of the retiring allowance. In the Militia and the Northwest Mounted Police Acts the "allowances" of the officers are added to their salaries for that purpose without contribution.

Section 8. (1) As applied to Inside Service:—Inasmuch as the great majority of those entering the Inside Service after the new Civil Service Bill comes into force will not be over 30 years of age, and, therefore, not liable to a higher rate of contribution than 5½%, the rates provided in the Bill up to that point seem reasonable. It is, however, suggested that a lower rate might reasonably be provided for those entering between 17 and 21 years of age. As regards those who will enter later in life—as they can only do so as professional or technical officers, or as deputy heads, and, therefore, on much higher salaries—the higher rate of contribution provided for would seem to be somewhat excessive, and might also have the effect of deterring those whose services the Government might desire to obtain.

(2) As applied to the Outside Service:—As the age limit for appointments in this division is fixed at 35 years, except in the case of Customs Officers, which is 45 years, the general rates will run somewhat higher than in the Inside Service, viz.: from 5% to 7%.

As regards the period of contribution:—As in cases where the period of service extends over 35 years, it is provided by Sec. 14 that the amount of

salary upon which the retiring allowance is to be based shall be limited to the amount received during the last 35 years of service only, it is suggested that the contributions should be limited to the same period; to this end provision might be made to deduct the amount of the contribution made in the *first* year from that made in the *thirty-sixth* year, and so on.

Section 12. As benefits under this Bill are definitely based upon salary received, contributions while on leave without pay should not be required unless the amount of salary on which they are based is to be included for the purpose of estimating pension or retiring allowance. It is, therefore, suggested that the following be added as a sub-section to section 12:—

2. For the purpose of computing the pension, or retiring allowance, it shall be held that the contributor has received the salary on which such contribution is based.

Section 13 (d) Provision is made in the present Superannuation Act (see Chapter 15 of 60-61 Victoria, 1877) for the returning of contributions to those dismissed from the service. It is considered that some similar provision should be made in this Bill. It is suggested that this sub-section be amended by inserting the words, “dismissed from the service for any reason other than for fraud or dishonesty, or” between the words “contributor” and “who,” and the striking out of the words “from the Civil Service” in lines one and two.

Section 16. We recommend that this section be amended by leaving out the following words: “If the service or any part of the service of such contributor has been unsatisfactory or”, our opinion being that the time for punishing unsatisfactory service is at the time when it occurs, and not after the period of service is completed.

Section 17. Leave out the following words after “persons,” line 5, page 8, “retiring allowances may be reduced or discontinued or he.” It is not considered fair that if a person be retired on account of ill-health, the retiring allowance should be discontinued on restoration to health, unless he or she is given further employment, as provided for later in this section.

Section 19. Add sub-section (c). If a female contributor, being a widow, dies, leaving a child or children, the Governor in Council may grant an annual allowance computed as hereinafter authorized, etc. (same as in sub-section [b]).

Section 20. Strike out the first proviso and the word “further” in the second proviso. This limitation to the pension of a widow seems hardly reasonable in the case of those paying the higher rate of contribution on the larger salaries, especially when the possibility of the ultimate forfeiture of all contributions is considered. It is understood that in all banks in Canada having pension funds the widows of officers are allowed a pension of 50% of their husband’s retiring allowance, without any limitation, though the rates of contribution levied are considerably less than those proposed in this Bill.

Section 22. It is recommended that provision be inserted herein for the return of all contributions (though possibly without interest) in the case of male contributors dying in the service and leaving no widow or children, as provided for in section 23 in the case of female contributors.

Section 27, Sub-section 4. It is considered that the valuation as to interest should be based upon a rate of 6% per annum, this rate being the basis of valuation used in the Civil Service Insurance Act.

Speaking generally, it is our opinion that if this scheme be carried out on the 50% basis, as proposed, the Civil Service should be allowed to have some voice in the administration of the Act.

## (2)—AS APPLIED TO THOSE NOW IN THE SERVICE.

While extending a measure of endorsement to the main principles of the Bill as applied to future entrants, the Executive regret that they cannot report so favourably in regard to the application of its provisions to those now in the Service, as the higher contributory rates will, in nearly all cases, apply to these forthwith, and in such a manner as to lay upon them a very heavy burden, if, indeed, they do not prove altogether prohibitory. While recognizing the immense difficulty of providing a system which will satisfactorily meet the requirements of all classes and conditions at present existing in the Service, the Executive nevertheless feel very strongly that unless some more elastic provision is made in regard to many of the present employees, the Bill will, so far as they are concerned, altogether fail of its principal object, that is to say, the increasing of the efficiency of the Service by the retirement on a reasonable and adequate allowance of those, who, by reason of their age, are more or less incapacitated from the proper discharge of their official duties. This is especially the case in regard to those who will come under the provisions of section 15 (non-contributors), for whom the proposed retiring allowance of  $1\frac{1}{4}\%$  will, in most instances, prove utterly inadequate. As the conditions under which the provisions of the Bill will apply to those now in the Service differ so radically from those which will apply to future entrants, the Executive feel that the actuarial principles upon which the Bill is based, while probably working out quite fairly as applied to the latter, will, if strictly adhered to in regard to the former, prove quite inadequate—in other words, a system which may be quite suitable for future purposes cannot, without some modifications, be made equally suitable to present conditions. With a view of endeavouring to meet the difficulties mentioned, the Executive suggest that the following amendments be made to the sections of the Bill applicable to those now in the Service, viz:—

Section 5. Leave out the words "at the coming into force of this Act," and insert "1st April, 1914." This is to admit those who were within the age limit when the Bill was introduced, but who may pass that age before the Bill becomes law.

Leave out "fifty-five" in line 38 and insert "sixty." This is to give a little more latitude to those who may possibly desire to avail themselves of the provisions of the Bill.

Section 6. Leave out "fifty" in line 11 and insert "fifty-five." This concession is asked for those now in the service, inasmuch as no adequate system of superannuation has been provided during the last sixteen years.

Section 9. The expression "temporary capacity" in line 2 should be defined so as to include all who were appointed by Order in Council or otherwise, in an established capacity on an annual salary, but who were not brought under the Superannuation Act. Otherwise, they might be classified as "permanents," and so debarred from the privileges of this section.

Leave out the remainder of sub-section 3 after the word "period" in line thirty-two, and insert "at the rate prescribed in section 8 for the age at which such Civil Servant was at the date of his appointment in such

temporary capacity, such rate to be applicable to his period of future service, as well as to that of his temporary service.' The Executive feel that it is only fair, if the Bill is to be made retroactive and the temporary service is to be regarded as permanent for the purposes of the Bill, that the contributor should have the advantage of the rate which he would have had had he been appointed permanently and come under the provisions of the Bill at the time he was appointed temporarily, which is in effect what this section purports to do. It is anticipated that the effect of this in most cases will be to give a flat rate of from five to six per cent. instead of from six to eight.

Insert a sub-section to provide that any Civil Servant electing to come under this Act and who served in a temporary capacity, but who is for any reason unable to make contribution for such period of temporary service or any portion thereof, shall, in addition to such allowance as he shall contribute for, be granted a retiring allowance for such period of temporary service as he is unable to contribute for, on the same basis as those retired under Section 15.

Section 15.—Amend so as to provide that Civil Servants to whom it is applicable may have the option of accepting its provisions as it stands, or may, by contributing the sum to their credit in the Retirement Fund and waiving all claims on behalf of widows and children, be granted a retiring allowance on a two and one-half per cent. basis. It is felt that if the full retiring allowance is to be obtained at all, as asked for by many, some contribution will have to be made as is provided for in all other cases under the Bill.

It is a matter of bounden duty on the part of the representatives of the Service to emphasize an important phase of this great question to the following effect:—For various reasons, which need not be here enumerated, the provisions of the Bill will not provide adequate allowances in the case of certain officials who, on account of age and in the interest of a higher efficiency, it will be found desirable to retire from the service. No method suggests itself at this time in elucidation of this feature except the enactment of special legislation for special cases.

In conclusion we deem it to be of the greatest importance that the attention of the Government be drawn to the fact that there are some thousands of persons now employed in the Service in permanent capacities who, not being subject to either Part 1 or Part 2 of the Superannuation Act, will, therefore, not be legally eligible to come under the operation of this Bill, unless special provision to that effect is made. The persons referred to belong to outside services which have grown up since the schedules of the Civil Service Act were formed in 1869, and include members of the following departments: Justice, Trade and Commerce, Marine and Fisheries, Naval Service, Public Works, Interior, Agriculture, Indian Affairs, and also employees of the Railway Commission, the Printing Bureau and the Canal Service, and it is most desirable and necessary that these Public Servants should have the right of electing to come under the benefits of the superannuation system in the same way as those who are now contributing to the superannuation and retirement funds. The rates of contribution for the period of past service of any Civil Servant so electing to come under the Bill might be based upon the rates provided for temporary service by Section 9 of the Bill, or in the manner set forth in the amendment to that section suggested above.

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**ADDENDA.****Further Report of Committee on Superannuation.**

January 5th, 1915.

Having carefully studied the Bill No. 229, together with the report of the Executive thereon, dated 10th November, 1914, we are of the opinion that without securing expert technical advice, which is, in many respects, inadvisable, little is to be gained by further delay in studying the proposed new Superannuation Act.

We are in thorough accord with the Executive in its critical analysis of the Bill as set forth in its report of 10th November, 1914. Assuming, however, that the present Executive will take steps to bring its views to the attention of the Government, we would suggest for consideration the advisability of including the following in addition to the points previously mentioned:—

1. That Sec. 15 (1) be amended so as to authorize the payment of widows' allowance to the widows of those to whom this section applies in the event

(a) of their husbands dying in the service;  
(b) of their husbands dying after having been retired;  
such widows' allowance to be one-half that provided for in Sec. 20.

2. That the privilege of voluntary retirement at 60 with 35 years' service, which is provided for by Clause (e) of Sec. 73 of the new Bill, be also extended to those now subject to Part 1 of the present Superannuation Act on similar terms.

That in the event of a contributor to Superannuation Fund No. 1 dying in the Service there shall be refunded to his estate the total sum contributed by him during his service, without interest, but that this provision shall not be retroactive.



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